



**Eden Academy Trust
Gender Pay Gap Report**

March 2019

What is Gender Pay Gap Reporting

From April 2018 organisations with a headcount of more than 250 will have to report on their gender pay gaps across six different measures that look at hourly rates and pay bands.

Gender pay gap is not the same as equal pay.

Equal pay is concerned with the pay of men and women doing the same or similar job.

Gender pay gap reports on the difference in the average pay between men and women, regardless of the jobs they are undertaking or other factors which might explain the difference.

Supporting statement

I confirm that the information published here is accurate.



Signature:

Date: 15 March 2019

Status/position: Susan Douglas, Chief Executive Officer

Supporting narrative

As an Academy Trust we ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias.

This means that men and women doing the same job are paid the same amount.

We are keen to ensure that flexible working is not an obstacle to career development by ensuring that (so far as possible) all promotions can successfully function with flexible working arrangements in place, including those to senior levels.

In relation to the senior team (Cabinet, Heads and Assistant Heads), women make up 60% of the workforce.

Snapshot date: 31/03/18

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	25.6%	18.9%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	N/A	N/A

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0%
Female employees (% paid a bonus compared to all female employees)	0%

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	5.0%	6.2%	7.5%	13.7%
Female (% females to all employees in each quartile)	95.0%	93.8%	92.5%	86.3%

Snapshot date: 31/03/17

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	27.85%	6.82%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	N/A	N/A

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0%
Female employees (% paid a bonus compared to all female employees)	0%

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	3.66%	8.54%	9.76%	12.20%
Female (% females to all employees in each quartile)	96.34%	91.46%	90.24%	87.80%