

Gender Pay Gap Report 2017

Snapshot date: 31 March 2017

Preston Manor Academy Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations are:-

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	9.6%	21%

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	0%	0%

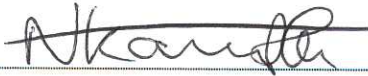
Proportion of male and female employees who were paid bonus pay

	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)	18.3%	20%	33.3%	23.3%
Female (% females to all employees in each quartile)	81.7%	80%	66.7%	76.7%

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for Preston Manor Academy Trust.

Signature:  Date: 26/02/18

Status/position: Finance + Business Manager

Supporting Statement

Preston Manor Academy Trust operates as an equal opportunities employer, and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities. All posts are aligned to nationally and locally agreed pay scales and male and female staff are paid within the same band for the same job role.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce makeup.

The workforce at Preston Manor Academy Trust is predominantly female (67%). The major driver of the overall pay gap is that there are more women in support roles (teaching and non-teaching) (lower paid quartiles).

Preston Manor Academy Trust's mean pay gap (9.6%) is lower than the national average of 18.1% (Office of National Statistics 2016 Annual Survey of Hours and Earnings) and the median pay gap (21%) is lower than the national average of 23% (Chartered Management Institute 2016 Gender pay Survey).

The trust recruits to oppose gender specific roles and has employees in roles that nationally are considered gender biased.