



## Gender Pay Gap report

31 March 2017

Northern Schools 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 report 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:

### **1. Mean Pay Gap**

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is **4.85%**.

### **2. Median Pay Gap**

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is **5.89%**.

### **3. Mean Bonus Gap**

We do not award bonuses and therefore is not applicable

### **4. Median Bonus Gap**

We do not award bonuses and therefore is not applicable

### **5. Proportion of males and females receiving a Bonus Payment**

We do not award bonuses and therefore is not applicable

### **6. Proportion of males and females in each Quartile Pay Band**

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
<b>35.71% Male 64.29% Female</b>	<b>35.35% Male 64.65% Female</b>	<b>42.42% Male 57.58% Female</b>	<b>33.33% Male 66.67% Female</b>

### Supporting Statement

Northern Schools Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development. Our male and female staff are paid the same pay point for the same job role. 4 employees have safeguarded salaries, 2 of which are male and 2 female.

The gender pay gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up.

We have a larger majority of female staff occupying lower paid roles therefore the gap between the "average" female hourly rate of pay and the "average" male hourly rate of pay is affected.

Northern Schools Trust supports our staff with a number of family friendly provisions such as flexible working, which our (predominantly female) employees choose to take advantage of.

The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

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 Northern Schools Trust

Signed

A handwritten signature in black ink that reads "N Ward".

Nigel Ward, Chief Executive Officer