

### Gender Pay Gap Data - March 2018

Average difference in mean hourly rate of pay (Difference in male to female mean pay)	8.6%
Average difference in the median hourly rate (Difference in male to female median pay)	1.9%
Average difference in mean bonus pay	100.0%
Average difference in median bonus pay	100.0%

	Male	Female
Percentage of employees who received bonus pay	2.1%	0%

<u>The Percentage of Employees by Pay Quartile</u>	Male	Female
Upper Quartile	34%	66%
Upper Middle Quartile	28%	72%
Lower Middle Quartile	23%	77%
Lower Quartile	35%	65%

	Male	Female
Number of Employees By Gender	82	191
Gender Balance of Workforce	30%	70%

#### Comments

The average median hourly rate of pay difference of 1.9% has increased from a figure of **-2.7%** in the previous year but compares very favourably with the national average of around 18%.

The average mean difference has reduced to 8.6% from 11.7% the previous year.

In common with most educational organisations Grace Academy employs more female full pay relevant employees than male.

At Grace Academy teachers' pay follows the nationally agreed guidelines whilst support staff job roles are evaluated by an independent third party body using the NJC job evaluation rules and placed within a designated pay band.

Our pay policy is in the public domain and also available for staff on the academies intranet.