

Gender Pay Gap Data - March 2017 (Updated 21 November 2018)

Average difference in mean hourly rate of pay (Difference in male to female mean pay)	11.7%
Average difference in the median hourly rate (Difference in male to female median pay)	-2.7%
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	2.0%	0%

<u>The Percentage of Employees by Pay Quartile</u>	Male	Female
Upper Quartile	41%	59%
Upper Middle Quartile	22%	78%
Lower Middle Quartile	33%	67%
Lower Quartile	31%	69%

	Male	Female
Number of Employees By Gender	86	184
Gender Balance of Workforce	32%	68%

Comments

The average mean hourly rate of pay difference of 11.7% compares favourably with the current national average of 18%.

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 a 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.