

Gender Pay Gap Reporting

| Women's hourly rate is: |                            |
|-------------------------|----------------------------|
| 29%<br>Lower<br>(mean)  | 42.3%<br>Lower<br>(median) |
| Who received bonus pay: |                            |
| 4.3 %<br>Of men         | 12%<br>Of women            |

Pay Quartiles

How many men and women are in each quarter of the employer's payroll

|                       | Men   | Women |
|-----------------------|-------|-------|
| Top quartile          | 12.1% | 87.9% |
| Upper middle quartile | 16.2% | 83.8% |
| Lower middle quartile | 1.4%  | 98.6% |
| Lower quartile        | 3.9%  | 96.1% |

The Golden Thread Alliance is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- maintains nationally recognised pay scale for teachers and support staff
- evaluates job roles and pay grades as necessary to ensure a fair structure.

The Trust is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within The Trust and the salaries that these roles attract.

The Trust operates within both the public sector and specifically education, it is common for a high proportion of the workforce to be female.

The Golden Thread Alliance will continue to monitoring the gender pay gap year on year.