

# Gender Pay Gap report for John Taylor Multi Academy Trust – March 2018



Average difference in mean hourly rate of pay	25.35%
Average difference in the median hourly rate of pay	49.61%
Average difference in mean bonus pay	0%
Average difference in median bonus pay	0%

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

<u>The Percentage of Employees by Pay Quartile</u>	Male	Female
Upper Quartile	31.73%	68.27%
Upper Middle Quartile	20.39%	79.61%
Lower Middle Quartile	15.53%	84.47%
Lower Quartile	11.65%	88.35%

Number of Employees within the organisation	413
---	-----

## Narrative

The average mean hourly rate of pay difference shows that females are paid 25% less than males. As with most educational organisations John Taylor Multi Academy Trust employs more female full pay relevant employees than male. Reduction in the gap between male and female staff will always be difficult in this sector due to the nature of the roles available and the staff that will undertake these roles.

At John Taylor Multi Academy Trust teachers' pay follows the nationally agreed guidelines whilst support staff job roles are evaluated by an independent third party body using NJC job evaluation rules and placed within locally agreed designated pay bands.

All roles are open to male and female applicants.