

**Gender Pay Gap report for John Taylor Multi Academy Trust  
March 2020**



Average difference in mean hourly rate of pay	25.55%
Average difference in the median hourly rate of pay	53.67%
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	34.36%	65.64%
Upper Middle Quartile	19.39%	80.61%
Lower Middle Quartile	10.20%	89.80%
Lower Quartile	15.31%	84.69%

Number of Employees within the organisation	783
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**Narrative**

The average mean hourly rate of pay difference shows that females are paid 25.55% (March 2019 24.12%) less than males. As with most educational organisations John Taylor Multi Academy Trust employs more female full pay relevant employees than male (628 female, 155 male).

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 a designated pay band.

All roles are open to male and female applicants.