



SILVER BIRCH ACADEMY TRUST

The Silver Birch Academy Trust Gender Pay Gap

Introduction

The gender pay gap reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. Employers with more than 250 employees are required to report on these figures by April 2018.

The Silver Birch Academy Trust employ more than the minimum 250 employees across the Trust.

Requirements of the legislation

In line with the Equality Act 2010, this report will capture information relating to;

- The difference in the mean hourly rate of pay between male and female
- The difference in the median hourly rate of pay between male and female
- The proportion of male and female full pay relevant employees in each of four quartile pay bands
- The difference in mean bonus pay between male and female
- The difference in median bonus pay between male and female
- The proportion of male and female relevant employees who received bony pay

The calculations for calculating the mean and median averages are;

The **Mean** calculation is the **average** of the total numbers. This can be calculated by adding up all of the numbers, then dividing this number by how many numbers there actually are.

The **Median** is calculated by putting all the numbers in numerical order, and selecting the exactly in the middle once this has been numerically rearranged.

Table 1

	Numbers
Male	10.56% (28)
Female	89.4% (237)

The majority of staff within the Trust, as can be seen in table 1 are female. This is as a result of the primary sector of education being heavily saturated by females.

Table 2

	Median hourly rate of pay	Mean hourly rate of pay
Male	16.38	18.18
Female	10.32	14.96

The median gender hourly pay gap percentage is 36.99%

The Mean gender hourly pay gap percentage is 17.7%

Table 3

	Lower Quartile	Lower Middle Quartile	Upper middle quartile	Upper quartile
Male	0%	9.1%	19.7%	12.1%
Female	100%	90.1%	80.3%	87.9%

Note. The Trust did not issue any bonuses

