



Gender Pay Gap Report

(April 2018 snapshot, published in March 2019)

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 introduced a requirement on organisations with more than 250 employees to publish information annually on the gap between average pay of male and female staff. According to the *Institute for Fiscal Studies: The Gender Wage Gap (2016)*, the gap across the UK averages 10% for people early in their career. The gap widens to 50% for employees over 40.

The prescribed statistics for the Twyford C of E Academies Trust are shown in the table below:

Mean Gender Pay Gap	8.5%	
Median Gender Pay Gap	15.9%	
Mean Bonus Pay Gender Pay Gap	0%	
Median Bonus Pay Gender Pay Gap	0%	
The proportion of males and females receiving a bonus payment	Male	Female
	0%	0%
The proportion of males and females in each quartile pay band	Male	Female
Quartile 1 (highest paid staff)	39%	61%
Quartile 2	41%	59%
Quartile 3	34%	66%
Quartile 4 (lowest paid staff)	30%	70%

The Trust does not pay staff bonuses related to profit sharing, productivity, performance, incentive and commission, therefore there is no information to report on bonuses.

In calculating hourly rates of pay we have chosen to use contracted hours although this may not accurately reflect actual hours worked particularly for teachers. Full-time weekly contracted hours are 27.5 for teachers and 35 hours for support staff so teachers tend to be at the upper end of the hourly pay range and support staff at the lower end. Using an alternative figure for full-time teaching hours would reduce the gap to about 4%. It is also worth noting that some non-teaching staff at the bottom of the range only work term-time and their hourly pay is reduced accordingly. A high proportion of these staff are female.

The Trust aims to reduce the gender pay gap over time as family friendly policies are developed.

I confirm that the above information has been prepared from the Trust's payroll data on the snapshot date and accurately represents the Gender Pay Gap information for Twyford C of E Academies Trust.

Signed  Date27th March 2019.....

Dame Alice Hudson, Executive Headteacher