

## GENDER PAY GAP REPORT 2018

James Montgomery Academy Trust, in accordance with the Equality Act 2010 (James Montgomery Academy Trust is largely made up of female employees – and this is why the majority of staff in lower pay quartiles are predominantly female.

Gender Pay Gap Information) Regulation 2017, is required to publish information to demonstrate the pay gap between male and female employees.

The overall gender pay gap is defined as the difference between the mean (average) or median (midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations are:

### **1. Mean Pay Gap**

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 38.66%.

### **2. Median Pay Gap**

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 41.1%.

### **3. Mean & Median Bonus Gap**

The difference between the mean bonus rate of pay that male and female full pay relevant employees receive is therefore, 0%. There is no difference between the median bonus pay that male and female full pay relevant employees receive.

### **4. Proportion of Males & Females Receiving Bonus Payments**

At the snapshot date 0% of male or female relevant employees received a bonus.

### **5. Proportion of Males & Females in Each Quartile Pay Band**

<b>Gender</b>	<b>Lower Quartile</b>	<b>Lower Middle Quartile</b>	<b>Upper Middle Quartile</b>	<b>Upper Quartile</b>
Male	2.1 %	2.7%	2.3%	2.3%
Female	97.9%	97.3%	97.7%	97.7%

## **Supporting Statement**

James Montgomery Academy Trust is an equal opportunities employer and is firmly committed to the fair treat of all employees irrespective of gender. The Trust operates an open and transparent system of recruitment and affords professional development opportunities to all staff. All posts are evaluated, through fair pay and grading and pay rates are aligned to nationally agreed pay scales. All male and female employees within the same job role are paid within the same pay band.

James Montgomery Academy Trust is largely made up of female employees, resulting in the majority of staff in lower pay quartiles being predominantly female.

The gender pay gap analysis does not take into account this distribution of the workforce.

We conclude, therefore, our overall gender pay gap reflects this composition of the workforce and not discriminatory pay practices.

## **DECLARATION**

**I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the gender pay gap information for James Montgomery Academy Trust.**

**Signed:**

**Joan Wood  
Chief Finance Officer**