



GENDER PAY GAP REPORT
2019

James Montgomery Academy Trust, in accordance with the Equality Act 2010 (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 21%.

2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 25%.

3. Mean & Median Bonus Gap

No employees, male or female, receive bonus payments.

4. Proportion of Males & Females Receiving Bonus Payments

No employees, male or female, receive bonus payments.

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

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	7 %	6%	13%	15%
Female	93%	94%	87%	85%

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 the composition of the workforce and does not indicate 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:

David Silvester
CEO & Accounting Officer