

St Laurence Education Trust

Gender pay gap report

As an employer with over 250 employees, St Laurence Education Trust is required to publish an annual gender pay gap report on our school website and on the government's online reporting service by 4th April 2018.

This is its report for the snapshot date of 5 April 2017.

Mean gender pay gap	14.3%.
Median gender pay gap	29.7%
Mean gender bonus gap	N/A
Median gender bonus gap.	N/A
Proportion of male and female employees receiving a bonus	0.00%

The current national average is 18%

Pay quartiles by gender					Overall percentage of relevant employees by gender
	Band A	Band B	Band C	Band D	
	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	
Male	29.5%	21.0%	43.6%	53.2%	36.2%
Female	70.5%	79.0%	56.4%	46.8%	63.8%

Additional Notes:

- The Trust is committed to the principle of equal opportunities and equal treatment for all employees. Employees are paid equally for the same or equivalent work and job roles and pay rates are assessed to ensure a fair structure.
- The Trust employs more female than male employees overall.
- Band A and Band B include a significant proportion of caring and administrative roles and for which we attract and recruit a much higher proportion of females.
- Band C and Band D demonstrate our proportion of females recruited and promoted into senior roles.
- The gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Signed



Director of Human Resources

Date: 28 March 2018