

Gender Pay Gap Report 2018

A gender pay gap is the percentage difference between the average pay of male employees and female employees. Employers are required to publish the results of their gender pay analysis using prescribed calculations based on a snapshot of the Trust's workforce data taken in March 2018.

Headline gender pay gap figures

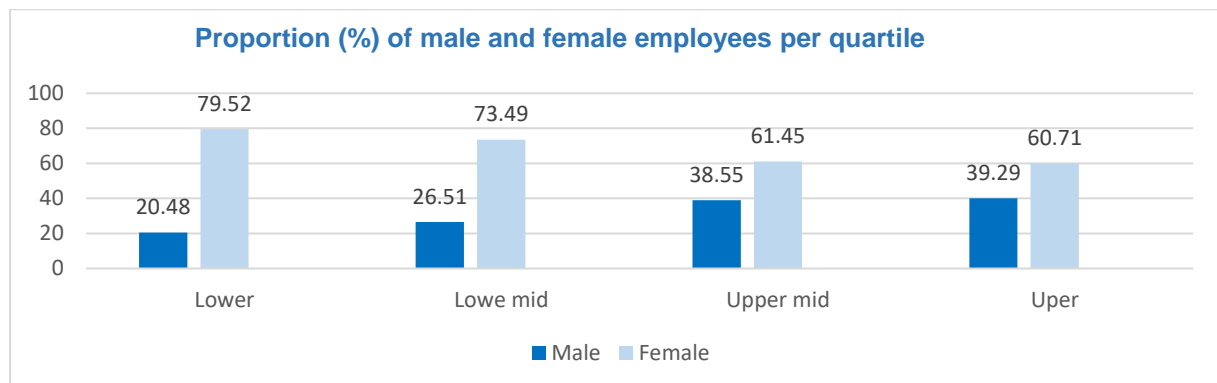
The gender pay gap is the difference between average earnings of men and women, expressed relative to men's earnings.

	Mean	Median			
Gender pay gap	15.5%	29.8%	Bonus gap	0%	0%

The mean pay gap is the difference between average earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women.

Hourly Rate Quartiles

Gender	Lower	Lower middle	Upper middle	Upper
Male	20.48%	26.51%	38.55%	39.29%
Female	79.52%	73.49%	61.45%	60.71%



Conclusion

The Trust has a robust and fair policy for determining pay scales based on the role and the postholder's experience and qualifications. At the Lower Quartile the majority of employees are female, employed in roles which are predominantly administrative and teaching assistant positions which have historically attracted female applicants. In comparison with the snapshot in 2017, the gap has increased, mainly due to term time contracts. As with all roles in the Trust there is no discrimination on the grounds of gender for these roles but it may be advisable for the Trust to encourage potential male applicants. The overall gender pay gap reflects workforce composition rather than pay inequalities.

The Pinnacle Learning Trust prides itself on being an inclusive employer. We are committed to supporting our employees to develop their skills and experience.

Jayne Clarke, Executive Principal