

Gender Pay Gap Report 2019-20

From 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. For example, 'women earn 15% less than men per hour'. The gender pay gap should not be confused with equal pay, which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

Gender Pay Gap Data

1. mean gender pay gap – 24.95%
2. median gender pay gap – 9.39%
3. mean bonus gender pay gap – N/A
4. median bonus gender pay gap – N/A
5. proportion of males and females receiving a bonus payment – no bonus payments made
6. proportion of males and females in each pay quartile:

Quartile	Females	Males
Upper (75-100% of employees)	83.87%	16.13%
Upper middle (50-75% of employees)	92.8%	7.2%
Lower middle (25-75% of employees)	91.94%	8.06%
Lower (0-25% of employees)	90.4%	9.6%

Written Statement

The above data is based on 498 employment contracts, 447 of whom are female (89.76%) and 51 of whom are male (10.24%). This predominance of female employees is typical for the primary education sector.

I can confirm that the above information has been calculated using payroll data on the snapshot date of 31st March 2020 and fairly reflects the gender pay gap for Nurture Academies Trust

Mr Wahid Zaman

Chief Executive Officer and Accounting Officer