

## GENDER PAY GAP 2018 REPORT SUMMARY

The White Rose Academies Trust prides itself on being an inclusive employer. We are working hard to address any imbalance in the workforce through inclusive and diverse recruitment strategies.

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female employees are paid. 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. All salaries are included in the data set and are ordered from lowest to highest with the middle value selected.

These figures are based on hourly rates of pay on 30 March 2018.

### GENDER SPLIT

Percentage of male and female employees at the White Rose Academies Trust:

Female – 67%



Male – 33%

### PAY AND BONUS GAP

The difference in hourly rates of pay between male and female employees and any difference in bonus payments:

Proportion of employees receiving a bonus:

**Female – 2.8%, Male – 4.8%**

	Mean (average)	Median (middle)
Gender pay gap	14.0%	1.7%
Bonus pay gap	60.4%	66.5%

### PAY QUANTILES

Splitting the hourly rates of pay into quartiles and examining the percentage of male and female employees in each.

Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile

