



Gender Pay Gap Data – March 2019

Average difference in mean hourly rate of pay	24.12%
Average difference in the median hourly rate of pay	43.53%
Average difference in mean bonus pay	0%
Average difference in median bonus pay	0%

	Male	Female
Percentage of employees who received bonus pay	0%	0%

<u>The Percentage of Employees by Pay Quartile</u>	Male	Female
Upper Quartile	30.20%	69.80%
Upper Middle Quartile	18.67%	81.33%
Lower Middle Quartile	11.33%	88.67%
Lower Quartile	15.33%	84.67%

Number of Employees within the organisation	599
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Narrative

The average mean hourly rate of pay difference shows that females are paid 24% (March 2018 25%) less than males. As with most educational organisations John Taylor Multi Academy Trust employs more female full pay relevant employees than male.

At John Taylor Multi Academy Trust teachers' pay follows the nationally agreed guidelines whilst support staff job roles are evaluated by an independent third party body using NJC job evaluation rules and placed within a designated pay band.