

## **Employee Communication: Gender Pay Gap Reporting**

We are an employer **required by law** to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5<sup>th</sup>.

The company strives to ensure staff are made on an equal basis but the nature of the work we undertake and the mix of our employees has produced some differences in pay when looked at the aggregate level.

The average pay of male employees during the period was 8% more than the average female, but male employees only account for 22% of the overall workforce with a higher percentage of these carrying out the more skilled, ie teaching roles, compared to those undertaking teaching assistant roles, where 80% of the employees are female.

On a direct role comparison male and female enjoy equal pay but in Quartile 1 the difference reduces to a 4% variance reflecting more male employees undertaking the more in demand roles in sciences and maths where schools are prepared to pay more for these subjects (irrelevant of employee sex).

We can use these results to assess:  
the levels of gender equality in our workplace  
the balance of male and female employees at different levels  
how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

**Further details about how we intend to tackle our gender pay gap can be found by:**

**talking to your supervisor or manager  
contacting your HR department  
participating in focus groups  
looking at our company handbook or website]**

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by **using our existing HR and payroll records**. All employees can confirm and update their records if they choose to by contacting **Danielle Power**.

You can learn more about Gender Pay Reporting by visiting

[www.acas.org.uk/genderpay](http://www.acas.org.uk/genderpay)

