



## Gender Pay Reporting January 2018

When considering the information below, please be aware that at the date of publication we have the following gender roles on payroll:

Role	Female	Male
Teaching staff	8	1
Support staff	8	0

Males with a lower salary to females will be reported as a negative figure.

The difference in hourly rate (mean) is: 10.6%.

The difference in hourly rate (median) is: 34.8%.

The difference in bonus pay (mean) is: 0%.

The difference in bonus pay (median) is: 0%.

We will be implementing a number of actions to close the pay gap:

1. To continue the regular review of job descriptions to ensure all staff are on the appropriate pay scale relevant to their responsibilities.
2. Rigorous performance related pay reviews.
3. Robust career development opportunities.

We will be also be implementing a number of actions to increase male recruitment and retention into the traditionally female-dominated primary education sector. These include:

1. Providing male staff with opportunities for career development and include this in recruitment packs.
2. Recruiting male sports coaches to lead sports clubs during and after school.