

## GENDER PAY GAP 2024

**SNAPSHOT DATE: 31/03/2024**

### Proportion of male and female employees according to quarter pay bands

	QUARTER 1 (LOWER)	QUARTER 2 (LOWER MIDDLE)	QUARTER 3 (UPPER MIDDLE)	QUARTER 4 (UPPER)
Male (% males to all employees in each quarter)	<b>6.8%</b>	<b>11.8%</b>	<b>10.8%</b>	<b>20.6%</b>
Female (% females to all employees in each quarter)	<b>93.20%</b>	<b>88.20%</b>	<b>89.20%</b>	<b>79.40%</b>

### Difference in mean and median hourly rates of pay

	DIFFERENCE IN THE MEAN HOURLY PAY	DIFFERENCE IN THE MEDIAN HOURLY PAY
Pay gap. % difference male to female	<b>21.8%</b>	<b>20.10%</b>

### Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	<b>7%</b>
Female employees (% paid a bonus compared to all female employees)	<b>6%</b>

### Difference in mean and median bonus pay

	DIFFERENCE IN THE MEAN BONUS PAY	DIFFERENCE IN THE MEDIAN BONUS PAY
Pay gap. % difference male to female	<b>-11.8%</b>	<b>0%</b>

#### SUPPORTING NARRATIVE

The Gateway Learning Community ensures our job roles are evaluated to ensure fair play in each role and we advertise each job with no gender bias.

However, across the organization we are aware that the majority of support roles (including learning support, administration, catering and cleaning staff) which generally command lower salaries than teachers are mainly female. This accounts for the gender pay gap.

Of the top 20 highest paid roles within the GLC, 15 are held by female members.

#### SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature:

*V. J. Reid*

Date: 24/10/2024

Status/position: CEO The Gateway Learning Community