



SIR JOHN DEANE'S
SIXTH FORM COLLEGE
1557

GENDER PAY GAP REPORT 2019

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This gender pay gap report is published in accordance with The Equality Act 2010 (Specific Duties and Public authorities) regulations 2017. The report is based on data as at 31 March 2019. The figures set out under the required 6 metrics, have been calculating using the methodologies detailed in the regulations. The report covers The Sir John Brunner Foundation Multi Academy Trust, comprising of Sir John Deane's Sixth Form College only.

1. Mean gender pay gap in hourly pay: 20.4%

This means male employees are paid 20.4% more than female employees, when expressed as a mean average.

2. Median gender pay gap in hourly pay: 9.6%

This means male employees are paid 9.6% more than female employees, when expressed as a median average.

3. Mean bonus gender pay gap: 12.8%

This means female employees receive a bonus of 12.8% less than male employees, when expressed as a mean.

4. Median bonus gender pay gap: 16%

This means female employees receive a bonus of 16% less than male employees, when expressed as a median.

5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

The proportion of males receiving bonus was 17.7%, compared to 27.5% of females receiving a bonus payment.

6. Proportion of males and females when divided into four groups ordered from lowest to highest pay

	Male	Female
Lower quartile	23%	77%
Lower middle quartile	36%	64%
Upper middle quartile	34%	66%
Upper quartile	37%	63%

7. Additional information

The organisation employs more female than male colleagues (33% male and 67% female).

The gender pay gap apparent within these results is due to the higher proportion of female employees in support staff roles. Support Staff roles are typically paid at a lower rate, and the annual salary is pro-rated to account for the term time only nature of such posts. Because of the term time nature of Support staff roles, they are a popular choice among female colleagues owing to the greater degree of flexibility around holiday periods.

The bonus payments in this report are made up of the support staff standards payment. This is a single flat rate payment; the same amount is payable regardless of gender. The payment is pro-rated therefore, the bonus therefore appears to be less on both average measures as there is a higher proportion of female employees working part time/reduced hours.

Benchmarking indicates the results are comparable and within the range of other organisations within the education sector.