

St Laurence Education Trust

Gender pay gap report

As an employer with over 250 employees, St Laurence Education Trust is required to publish an annual gender pay gap report on our school website and on the government's online reporting service by 4th April. This is its report for the snapshot date of 5th April 2018.

	Snapshot date	
	05 April 2017	05 April 2018
Mean gender pay gap	14.30%	11.34%
Median gender pay gap	29.70%	27.05%
Mean gender bonus gap	N/A	N/A
Median gender bonus gap	N/A	N/A
Proportion of male and female employees receiving a bonus	0.00%	0.00%

Provisional data from the Office of National Statistics gives the 2018 national mean gender pay gap as 17.1%

Comparison Pay quartiles by gender					Overall percentage of relevant employees by gender
	Band A	Band B	Band C	Band D	
	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	
Male (5 April 2017)	29.50%	21.00%	43.60%	53.20%	36.20%
Male (5 April 2018)	21.54%	34.38%	40.63%	45.31%	35.47%
Female (5 April 2017)	70.50%	79.00%	56.40%	46.80%	63.80%
Female (5 April 2018)	78.46%	65.62%	59.37%	54.69%	64.54%

Additional Notes:

- The Trust continues to encourage diversity and equality of opportunity which are reflected in the positive shift in the mean and median figures over the past year.
- The upper quartile comparisons also demonstrate the result of our continued commitment to diversity in attracting, developing and promoting employees.
- The Trust is committed to the principle of equal opportunities and equal treatment for all employees. Employees are paid equally for the same or equivalent work and job roles and pay rates are assessed to ensure a fair structure.
- The Trust employs more female than male employees overall.
- Band A and Band B include a significant proportion of caring and administrative roles and for which we continue to retain and attract a much higher proportion of females.
- The gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.