



Gender Pay Gap Report

28th February, 2018

Snapshot Date: 31st March, 2017

Average Median and Mean Gender Hourly Rate of Pay

Pay Gap % difference female to male	Difference in Median Hourly Pay	Difference in Mean Hourly Pay
	29.50% lower	19.50% lower

Average Median and Mean Gender Bonus Pay

Pay Gap % difference female to male	Difference in Median Bonus Pay	Difference in Mean Bonus Pay
	No bonus paid	No bonus paid

Proportion of Males and Females receiving a Bonus Payment

	Proportion receiving a Bonus
Male employees (% paid a bonus compared to all male employees)	No Bonus Pay Paid
Female employees (% paid a bonus compare to all female employees)	No bonus Pay Paid

Proportion of Males and Females in each Quartile Band

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	17%	27.93%	30.63%	45%
Female (% females to all employees in each quartile)	83%	72.01%	69.37%	55%

Supporting Statement

I confirm that the information published above is accurate

Signature: *C.S. Taylor*

Name: Dr Cathy Taylor

Position: Executive Head/CEO

Date: *9 April 2018*

Optional supporting Narrative

At the time of reporting we are The Constellation Trust comprises of two Secondary Schools.

70% of our staff are female and a large proportion of those hold valuable part-time or term-time only positions.

The gender pay gap report shows the difference in the average pay between all men and women across The Constellation Trust and is due to the structure of the workforce and not to career progression prospects or pay inequality.

All job descriptions have recently been evaluated to ensure equal pay in each role across The Constellation Trust and we advertise all vacancies with no gender bias.

