Gender Pay Gap difference in hourly rate

Women’s hourly rate is:

<table>
<thead>
<tr>
<th></th>
<th>Lower</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4.08%</td>
<td>1.47%</td>
</tr>
<tr>
<td>(mean)</td>
<td>Lower</td>
<td>(median)</td>
</tr>
<tr>
<td></td>
<td>4.08% Lower</td>
<td>1.47% Lower</td>
</tr>
</tbody>
</table>

Gender Split within each Pay Quartile

<table>
<thead>
<tr>
<th>Pay Quartile</th>
<th>Men</th>
<th>Gender</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top quartile</td>
<td>36.4%</td>
<td>63.6%</td>
</tr>
<tr>
<td>Upper middle quartile</td>
<td>27.7%</td>
<td>72.3%</td>
</tr>
<tr>
<td>Lower middle quartile</td>
<td>29.5%</td>
<td>70.5%</td>
</tr>
<tr>
<td>Lower quartile</td>
<td>31.2%</td>
<td>68.8%</td>
</tr>
</tbody>
</table>

How many men and women are in each quarter of the payroll
Calculation Methodology

1) **Identification of Full Pay Relevant Employees (FPRE)**

The table below shows full pay relevant employees as per the GPG definition. It excludes:

- Schools
- External/Agency Workers
- 57 employees who were on less than their full pay due to maternity leave, sick leave etc
- It includes 577 casual/seasonal workers who were employed on the snapshot reporting date

<table>
<thead>
<tr>
<th>Gender</th>
<th>Count</th>
<th>Full-Time</th>
<th>Part-Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>2219</td>
<td>921</td>
<td>1298</td>
</tr>
<tr>
<td>Male</td>
<td>1006</td>
<td>666</td>
<td>340</td>
</tr>
<tr>
<td>Total</td>
<td>3225</td>
<td>1587 (49%)</td>
<td>1638 (51%)</td>
</tr>
</tbody>
</table>

2) **Calculation of ordinary pay**

Ordinary pay is basic pay; allowances; pay for leave. This doesn't include overtime; redundancy; pay in lieu of notice.

The sum used was the amount paid before deductions at source (such as deductions for tax, NI, pension and salary sacrifice schemes).

3) **Calculation of hourly rate of Pay**

All amounts of ordinary pay paid to the employee during the relevant pay period was identified and any amount that would normally fall to be paid within a different pay period was excluded.

These have been added together, multiplied by 7 and divided by the number of days in the relevant pay period.
4) **Calculation of Difference in the mean hourly rate of Pay**

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full pay relevant employees must be expressed as a percentage of the mean hourly rate of pay of male full pay relevant employees and was determined as follows:-

\[
\frac{(A-B)}{A} \times 100
\]

Where:-
A= Mean hourly rate of pay of all male full pay relevant employees, and
B = the mean hourly rate of pay of all female full pay relevant employees

5) **Calculation of Difference in the median hourly rate of pay**

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full pay relevant employees must be expressed as a percentage of the median pay of male full pay relevant employees and was determined as follows:-

\[
\frac{(A-B)}{A} \times 100
\]

Where:-
A= Median hourly rate of pay of all male full pay relevant employees, and
B = the Median hourly rate of pay of all female full pay relevant employees

6) **Proportion of male and female employees according to Quartile Pay Bands**

The proportions of male and female full pay relevant employees in the lower; lower middle; upper middle; and upper quartile pay bands have been determined as follows:-

The hourly rate of pay for each full pay relevant employee was determined. Those employees were then ranked in order from lowest to highest paid. The ranked employees were divided into 4 sections each comprising of an equal number of employees, to determine the lower middle, upper middle, and upper quartile bands

The proportion of male full pay relevant employees within each quartile pay band must be expressed as a percentage of the full pay relevant employees within that band and was calculated as follows:-

\[
\frac{A}{B} \times 100
\]

Where:-
A = number of male full pay relevant employees in a quartile pay band, and
B= number of full pay relevant employees in that quartile pay band
The proportion of female full pay relevant employees within each quartile pay band must be expressed as a percentage of the full pay relevant employees within that band and was calculated as follows:-

\[
\frac{A}{B} \times 100
\]

Where:-
A = number of female full pay relevant employees in a quartile pay band, and
B = number of full pay relevant employees in that quartile pay band

NB where employees receiving the same hourly rate of pay fall within more than one quartile pay band must ensure that when ranking the employees the relative proportion of male and female employees receiving that rate of pay is the same in each of those pay bands