



GENDER PAY REPORTING: 2021

Mean gender pay gap	22.7%
Median gender pay gap	20.4%
Mean bonus gap	0.0%
Median bonus gap	0.0%
Male bonus proportion	0.0%
Female bonus proportion	0.0%

Quartile Bands

Quartile	Females	Males
Upper: 75-100% of full-pay relevant employees	53.9%	46.1%
Upper middle: 50-75% of full-pay relevant employees	61.2%	38.8%
Lower middle: 25-50% of full-pay relevant employees	64.1%	35.9%
Lower: 0-25% of full-pay relevant employees	87.4%	12.6%

Additional notes:

- I can confirm that the above figures are accurate
- We employ a total of 411 staff
- The breakdown of our employees is as follows:
 - Males: 33% (Teaching staff - 26%; non-teaching staff - 7%)
 - Females: 67% (Teaching staff - 39%; non-teaching - 28%)
- We have adopted the national pay scales for teaching and non-teaching staff. No female staff is paid a lower wage for doing the same job as a male employee. Our pay policy is applied fairly and consistently to all staff
- 28% (115) of our female staff are employed in non-teaching roles and are paid on the support staff pay scale which is considerably lower than the teacher pay scale

Dr Dayo Olukoshi, **OBE**
Chief Executive/Accounting Officer