

SIDCOT SCHOOL – Gender Pay Gap

April 2023

	Female	Male	Gender pay gap
Mean £ per hr	20.96	23.90	12.3%
Median £ per hr	18.13	21.22	14.6%
Top quartile	60%	40%	
2nd quartile	74%	26%	
3rd quartile	76%	24%	
4th quartile	69%	31%	
Total	70%	30%	

What do Sidcot's results show?

The mean gender pay gap in April 2023 at Sidcot was 12.3%, which indicates that on average the hourly rate paid to females is 12.3% lower than that paid to male members of staff.

The median gender pay gap at Sidcot was 14.6%, which shows that the middle hourly rate paid to females is 14.6% lower than that paid to male members of staff.

The gender pay gap at Sidcot is primarily a result of a higher proportion of females working in lower paid part-time positions in the catering and housekeeping departments.