

## SIDCOT SCHOOL – Gender Pay Gap

April 2018

	<b>Female</b>	<b>Male</b>	<b>Gender pay gap</b>
Mean £ per hr	16.70	19.45	14.1%
Median £ per hr	13.50	15.68	13.9%
Top quartile	62%	38%	
2nd quartile	54%	46%	
3rd quartile	69%	31%	
4th quartile	68%	32%	
Total	63%	37%	

### What do Sidcot's results show?

The mean gender pay gap at Sidcot is 14.1%, which shows that on average the hourly rate paid to females is 14.1% lower than that paid to male members of staff. This compares favourably to the national average of 18.1%.

The gender pay gap has increased at Sidcot from the previous year, due to the fact that the School has employed higher numbers of young female support staff in its catering and cleaning departments. This has resulted in a higher number of women earning lower than £10 per hour which has in turn reduced both the mean and median £ per hour for female employees. There has also been a reduction in the proportion of females in the top quartile due to staff changes during the year.