

SIDCOT SCHOOL – Gender Pay Gap

April 2020

	Female	Male	Gender pay gap
Mean £ per hr	18.99	21.49	11.6%
Median £ per hr	16.25	18.08	10.1%
Top quartile	63%	37%	
2nd quartile	66%	34%	
3rd quartile	76%	24%	
4th quartile	71%	29%	
Total	69%	31%	

What do Sidcot's results show?

The mean gender pay gap in April 2020 at Sidcot was 11.6%, which shows that on average the hourly rate paid to females is 11.6% lower than that paid to male members of staff. This has reduced down from 12.1% in the previous year.

The median gender pay gap at Sidcot was 10.1% and compares favourably to the national average of 15.5% recorded in 2020.

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.