



## Future Schools Trust Gender Pay Gap Report 2020

The Future Schools Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations, is required to publish information to demonstrate how large the pay gap is between the male and female employees. The below data is following a snapshot date of 31<sup>st</sup> March 2019.

The gender pay gap is defined as the difference between the mean or median hourly rate of pay of male and female employees.

The calculations of this is as follows:

### 1. Mean Pay Gap

The difference between the mean hourly rate of pay that relevant male and female full pay employees receive is **12.2%**

### 2. Median Pay Gap

The difference between the median hourly rate of pay that relevant male and female full pay employees receive is **14.2%**

### 3. Mean Bonus Gap

The difference between the mean bonus rate of pay that relevant male and female full pay employees receive is **0%**

### 4. Median Bonus Gap

The difference between the median bonus rate of pay that relevant male and female full pay employees receive is **0%**

### 5. The Proportion of males and females receiving a Bonus Payment

During the 12-month period ending with the snapshot date, **0%** of male relevant employees and **0%** of female relevant employees received a bonus payment.

### 6. The Proportion of males and females in each Quartile Pay Band

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
<b>22.5% Male</b> <b>77.5% Female</b>	<b>24.7% Male</b> <b>75.3% Female</b>	<b>23.8% Male</b> <b>76.2% Female</b>	<b>38.3% Male</b> <b>61.7% Female</b>

## Supporting Statement

Future Schools Trust is committed to the promotion of equality and opportunity and choice for employees and support the fair treatment of all staff irrespective of gender through our clear and stringent recruitment process, pay policy and continuing professional development. All our jobs are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

The gender pay gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up.

The majority of staff are in the lower pay quartiles and the workforce is predominantly female therefore the gap between the average female and male rate of pay is meaningfully affected.

Future Schools Trust support staff with a number of family friendly provision such as part time working, which our employees choose to take advantage of.

The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represent the Gender Pay Gap Information for Future Schools Trust.

Signed:



Sarah Harrington, HR Manager

Signed:



Carly Johnson, Finance Director