

GENDER PAY GAP INFORMATION 2018 to 2019

The snapshot date for this data was 31st March 2018.

Difference in mean hourly rate of pay	21.1%		
Difference in median hourly rate of pay	40.5%		
Difference in mean bonus pay	0%		
Difference in median bonus pay	0%		
Percentage of employees who received bonus pay	Male 0%	Female 0%	

Employees by Pay Quartile	Male %	Female %
Upper Quartile	34.2	65.8
Upper Middle Quartile	20.5	79.5
Lower Middle Quartile	11.5	88.5
Lower Quartile	10.3	89.7

On the snapshot date SNOMAC had 313 relevant full pay employees. There were 60 male employees and 253 female employees.

The percentage differences in the mean and median hourly rates of pay are significantly positive figures, meaning that male employees in the organisation have higher average pay than female employees. This should not be confused with equal pay. Male and female employees are paid the same hourly rate if performing the same role at the same pay grade.

Breakdown of male employees:

	Number	Teachers	Upper pay quartile
Primary Schools	13	6	2
High School	47	36	24

Of the 60 male employees, 42 are teachers and 26 of those are in the upper pay quartile.

Hagley Catholic High School has an outstanding Ofsted grade and a high staff retention rate. Male teachers progress through to the upper pay scale and do not take career breaks.

It has been historically difficult to recruit male teachers into teacher training for the primary age range, so there are few male primary teachers in the MAC. Those that teach in primary schools tend to progress to leadership roles.