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| **Somerset Road Education Trust Gender Pay Gap 2019** |  |  |  |  |  |
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|   |   |   |   |   |   |   |   |   |   |
| **Figures to publish** | **March 2019** |  |  | **Figures for last year** | **March 2018** |   |   |
| Mean gender pay gap | 23.05% |  |  | - a slight decrease compared to 2018 | Mean gender pay gap | 23.47% |  |  |   |
| Median gender pay gap | 31.48% |  |  | - a slight increase compared to 2018 | Median gender pay gap | 31.43% |  |  |   |
| Mean bonus gender pay gap | n/a - no bonuses paid |  | Mean bonus gender pay gap | n/a - no bonuses paid |   |
| Median bonus gender pay gap | n/a - no bonuses paid |  | Median bonus gender pay gap | n/a - no bonuses paid |   |
| Proportion of males receiving a bonus payment | n/a - no bonuses paid |  | Proportion of males receiving a bonus payment | n/a - no bonuses paid |   |
| Proportion of females receiving a bonus payment | n/a - no bonuses paid |  | Proportion of females receiving a bonus payment | n/a - no bonuses paid |   |
| Proportion of males and females in each quartile pay band | see table |  |  |  | Proportion of males and females in each quartile pay band | see table |  |  |   |
|   |  |  |  |  |  |  |  |  |   |
| Quartile Percentages |   |   |   |  | Quartile Percentages |   |   |   |   |
|   | % Female | % Male | Grand Total |  |   | % Female | % Male | Grand Total |   |
| Lower Quartile | 92.86% | 7.14% | 100.00% |  | Lower Quartile | 94.83% | 5.17% | 100.00% |   |
| Lower Middle Quartile | 92.98% | 7.02% | 100.00% |  | Lower Middle Quartile | 93.10% | 6.90% | 100.00% |   |
| Upper Middle Quartile | 85.71% | 14.29% | 100.00% |  | Upper Middle Quartile | 86.21% | 13.79% | 100.00% |   |
| Upper Quartile | 82.14% | 17.86% | 100.00% | - higher male % than 2018 | Upper Quartile | 86.21% | 13.79% | 100.00% |   |
| Grand Total | 88.44% | 11.56% | 100.00% |  | Grand Total | 90.09% | 9.91% | 100.00% |   |
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| Detail for figures to publish |   |   |   |  | Detail |  |  |  |   |
|   |  |  |  |  |  |  |  |  |   |
|   | Male | Female | Pay Gap |  |   | Male | Female | Pay Gap |   |
| Mean | £18.04 | £13.88 | 23.05% |  | Mean | £18.39 | £14.08 | 23.47% |   |
| Median | £15.93 | £10.91 | 31.48% |  | Median | £15.62 | £10.71 | 31.43% |   |
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|   |  |  |  |  |  |  |  |  |   |
| Quartile Numbers |   |   |   |  | Quartile Numbers |   |   |   |   |
|   | Female | Male | Grand Total |  |   | Female | Male | Grand Total |   |
| Lower Quartile | 52 | 4 | 56 |  | Lower Quartile | 55 | 3 | 58 |   |
| Lower Middle Quartile | 53 | 4 | 57 |  | Lower Middle Quartile | 54 | 4 | 58 |   |
| Upper Middle Quartile | 48 | 8 | 56 |  | Upper Middle Quartile | 50 | 8 | 58 |   |
| Upper Quartile | 46 | 10 | 56 |  | Upper Quartile | 50 | 8 | 58 |   |
| Grand Total | 199 | 26 | 225 |  | Grand Total | 209 | 23 | 232 |   |
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| **Somerset Road Education Trust Gender Pay Gap 2019** |  |  |  |  |  |  |  |  |  |  |   |
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| **Median values** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |   |
| The median is the middle value of all the staff hourly rates. Each line on the 2 charts represents an employee and their hourly rate.  |  |  |  |  |  |  |   |
| The median values are highlighted in red. |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |   |
| This shows the larger proportion of female staff on lower grades, earning around £10 per hour or less, causing the median to occur at a lower rate. |  |  |  |  |  |   |
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|   |   | Mean | Median |  |  |   | Male | Female | Pay Gap |  |  |   | Mean | Median |  |  |  |  |  |   |
|   | Female | £13.88 | £10.91 |  |  | Mean | £18.04 | £13.88 | 23.05% |  |  | Male | £18.04 | £15.93 |  |  |  |  |  |   |
|   |  |  |  |  |  | Median | £15.93 | £10.91 | 31.48% |  |  |  |  |  |  |  |  |  |  |   |
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