

GENDER PAY GAP 2019 - 20

PRODUCED BY DATAPLAN PAYROLL LIMITED

PAY DATA



DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 26.7% lower than men's	Women's median hourly rate is 40.3% lower than men's

In other words, when comparing mean hourly rates, women earn **73.3p for every £1** men earn

In other words, when comparing median hourly rates, women earn **59.7p for every £1** men earn



PAY QUARTILES

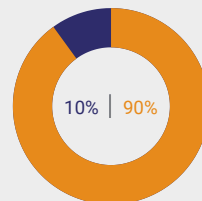


MALE

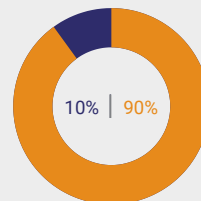


FEMALE

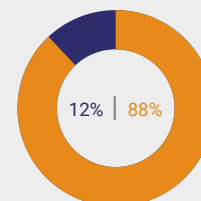
The graphic across shows the gender distribution at The Gateway Learning Community Trust when colleagues are placed into four equally sized quartiles based on pay



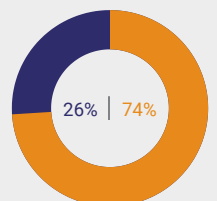
Quartile 1 (lower)



Quartile 2



Quartile 3



Quartile 4 (upper)

A message from **Kevin Sadler**, CEO of The Gateway Learning Community Trust

The Gateway Learning Community Trust ensures that our job roles are evaluated to ensure fair pay in each role and we advertise each job with no gender bias.

However across the organisation, we are aware that the majority of support roles [including, learning support, administration, catering and cleaning staff] which generally command lower salaries than teachers, are mainly female. This accounts for the gender pay gap.

Of the top 20 highest paid roles within the GLC, 14 are held by female employees.

K Sadler

Kevin Sadler | CEO | The Gateway Learning Community Trust

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, The Gateway Learning Community Trust is required to carry out Gender Pay Gap Reporting