

Snapshot date: 5 th April 2017
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Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	25%	26%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	N/A	N/A

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	N/A
Female employees (% paid a bonus compared to all female employees)	N/A

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	18%	9%	18%	30%
Female (% females to all employees in each quartile)	82%	91%	82%	70%

Difference in mean and median hourly rate of pay for employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper	Leadership Group
Difference in the mean hourly pay	9% lower for women	5% higher from women	3% lower for women	1% higher for women	2% higher for women
Difference in the median hourly pay	0%	0%	3% lower for women	0%	9% higher for women



The Passmores Co-Operative Learning Community (PCLC), in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees. The results of these statutory calculations can be found below.

PCLC is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development. All our posts are aligned to the nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

We have a higher proportion of females in every quartile, including the upper quartile. The workforce is made up of 363 staff, of which 296 are female, this illustrates that the overall pay gap is a result of the low proportion of males in the more junior grades.

We have analysed this data further and the gap reduces significantly when split into quartiles where the same pay grading systems apply. This shows that both the mean and median hourly rate are slightly higher for women than men. The leadership team of the trust, which is made up of 12 members of staff, gives a mean that is 2% higher for women and the median is 9% higher for women. Quartile 4 also shows a mean hourly pay of 1% in favour of women.

Although we have a majority of women in the junior pay grades, we also have a majority of women in the leadership pay grades. Women also make up the majority at the more Senior levels of PCLC.

Supporting statement

I can confirm the above information has been prepared from our payroll data on the snapshot date and fairly presents the Gender Pay Gap information for the Passmores Co-Operative Learning Community.

Signature:

A handwritten signature in black ink, appearing to read 'V Goddard', written over a horizontal line.

Date: 29/03/2018

Status/position:

Mr V Goddard, CEO