

## Gender Pay Gap Report

Snapshot Date - 31 March 2021

### Difference in mean and median hourly rates of pay

Staff costs have been grouped into four quartiles based on staff hourly pay from lowest to highest.

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female - Quartile 1	0%	0%
Pay gap % difference male to female - Quartile 2	-7%	-7%
Pay gap % difference male to female - Quartile 3	14%	10%
Pay gap % difference male to female - Quartile 4	8%	0%
Overall Pay gap % difference male to female	39%	54%

### Difference in mean and median bonus pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	-	-

### Proportion of male and female employees who were paid bonus pay

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

### 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)	2%	6%	3%	16%
Female (% females to all employees in each quartile)	98%	94%	97%	84%

### Supporting Statement

I can confirm that the information published here is accurate

Signature

*M. Crawford*

Date 1/12/21

Position - Trust Leader

### Supporting Narrative

Nationally a significant proportion of the primary school workforce are female. Within Embark, and the sector generally, lower paid positions (cleaners, lunchtime supervisors, teaching assistants) are traditionally female dominant; which has an impact on the overall gender pay gap. These categories of staff are paid in accordance with the Derbyshire County Council Local Government pay scales. The pay gap narrows when analysing the mean pay by quartile by category of staff either teaching or non teaching staff. Variances will partly be related to the impact of career breaks and part-time hours on career progression. Embark remains committed to equal pay and ensuring equality of progression for all employees, irrespective of gender or working hours