



Eynsham Partnership Academy Trust

Gender Pay Gap Analysis Reporting

It is now a requirement to report annually on Gender Pay Gaps in organisations with over 250 employees. This is the Gender Pay Gap Analysis Report for the Eynsham Partnership Academy for the sample date of 31 March 2017. All analysis is based on each employee's calculated hourly rate of pay at 31 March 2017.

The Trust has clear, written pay policy and gender plays no part in the assessment of salary grades. Salary grades are related to the nature of each role within the organisation, taking into account such things as job complexity, responsibility, staff supervision and education requirements.

Percentage Mean Gap (difference in male to female Mean pay)		20.9%		
Percentage Median Pay Gap (difference in male to female Median pay)		47.7%		
Percentage Mean Bonus Pay Gap (difference in male to female Mean pay)		No Bonus paid		
Percentage Median Bonus Pay Gap (difference in male to female Median pay)		No Bonus paid		
Gender of Staff in Quartile 1	Male	31.9%	Female	68.1%
Gender of Staff in Quartile 2	Male	14.9%	Female	85.1%
Gender of Staff in Quartile 3	Male	11.7%	Female	88.3%
Gender of Staff in Quartile 4	Male	17%	Female	83%
Gender Balance of workforce	Male	18.88%	Female	81.12%
Number of employees by gender	Male	71	Female	305