

Gender Pay Gap Report 2017

As an employer with over 250 employees, the Flying High Trust are required to report details of any gender pay gap under the Equality Act 2010. This involves carrying out an analysis of pay across the Trust to calculate the difference between the average earnings of men and women.

A snapshot of pay data was taken on the 31 March 2017 which identified 558 full-pay relevant employees and, using this the following calculations were made:

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	26.2%	23.8%

The national average figures for the mean pay gap is 18.4% and for the median pay gap is 23%.

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	We don't pay bonus	We don't pay bonus

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)	We don't pay bonus
Female employees (% paid a bonus compared to all female employees)	We don't pay bonus

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)	4.3%	8.6%	8.6%	15.1%
Female (% females to all employees in each quartile)	95.7%	91.4%	91.4%	84.9%

The Trust does recognise the positive mean and median pay gap figures reported above, which overall reflects the higher proportion of females employed in lower graded or part time roles. The Trust does however provide opportunities for senior positions to be offered on a flexible working basis to attract more female employees to these roles.

Our commitment

We will continue to:

- Recruit without discrimination and with a view to allow flexible working where applicable.
- Promote gender diversity across the Trust and monitor information collected during the recruitment process.
- Review our policies and procedures, approaches and attitudes ensure we continue to promote equality.
- adopt nationally negotiated pay scales, the School Teachers' Pay and Conditions Document and pay set by the National Joint Council for Local Government Services
- Move employees through the pay scales for their grade based on performance measured through our Performance Management Strategy (Appraisal Process).
- Ensure employees are paid equally for work of equal value

Supporting statement

I confirm that the information published here is accurate.

Signature:



Date: 28 March 2018

Status/position:

Chris Wheatley, CEO, Flying High Partnership