



Snapshot date: 31st March 2017

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	27%	45%

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	No bonuses paid	No bonuses paid

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)	No bonuses paid
Female employees (% paid a bonus compared to all female employees)	No bonuses paid

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)	3%	11%	25%	27%
Female (% females to all employees in each quartile)	97%	89%	75%	73%



Supporting statement

I confirm that the information published here is accurate.

Signature:

Date: 29/03/2018

Status/position:

Accounting Officer

Optional supporting narrative

The majority of male employees at Castleford Academy Trust are paid in the upper and upper middle quartiles (79%). A much higher proportion of female employees are paid in the lower quartile, performing operational roles related to cleaning and catering functions. Many schools do not directly employ cleaning & catering staff. The mean difference in mean hourly pay reduces to 23% and the median difference in hourly pay reduces to 37%, excluding cleaning & catering staff. We ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias.