

## **Gender Pay Reporting**

The following information has been calculated as at our 'snapshot' date- 31 March 2017 for public sector organisations:

<b>Reporting Requirements</b>	<b>South Dartmoor Multi Academy Trust</b>
<b>Mean Gender pay gap in hourly pay as a % of men's pay</b>	28.29%
<b>Median Gender pay gap in hourly pay as a % of men's pay</b>	47.54%
<b>Upper Quartile – proportion of females &amp; males in each quartile</b>	47.25% Male 52.75% Female
<b>Upper middle quartile – proportion of females &amp; males in each quartile</b>	25.56% Male 74.44% Female
<b>Lower middle quartile – proportion of females &amp; males in each quartile</b>	16.67% Male 83.33% Female
<b>Lower quartile – proportion of females &amp; males in each quartile</b>	20% Male 80% Female

Figures as a % of bonus pay – not applicable

The gender pay gap is the difference between the hourly rate of pay of male employees and female employees (as set out in regulations), expressed as a percentage of the hourly rate of the male employees.

As per the regulations, the gender pay gap figures have been calculated on both the mean (average) and median (mid-point on a distribution) basis.

Overall, the SDMAT figures demonstrate a workforce made up of 72.58% female and 27.42% male. The largest percentages of female members of staff are shown within the lower and lower middle quartiles. This is predominantly due to a large number of female workers within support roles in the trust.