

## Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



This involves carrying out six calculations that show the difference between the average earning of men and women in our organisation; it will not involve publishing individual employees' data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male to female employees at different levels
- How effectively talent is being maximised and rewarded

### Difference in mean and median rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	17.78	30.27

### 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	N/A	N/A

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

Male employees (% paid a bonus compared to all female employees)	N/A
Females (% paid a bonus compared to all male employees)	N/A

**Proportion of male to female employees according to quartile pay bands**

	Quartile 1 Lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quartile 4 Upper
<b>Male (% males to all employees in each quartile)</b>	33%	16%	38%	37%
<b>Female (% males to all employees in each quartile)</b>	67%	84%	62%	63%

Supporting statement

**I confirm that the information published here is accurate.**

**Signature: LMoore**

**Date: 09/03/2022**

**Status/position: HR Director**

Supporting statement

Five Dimensions Trust always recruit the best person for the job regardless of their gender. All roles are evaluated to ensure fair pay for the role and each role is advertised with no gender bias. All members of staff working with the same job description are paid within the same grade boundaries regardless of their gender.

We use pay scales for all teaching staff that are aligned with the School Teachers Pay and Conditions document (STPCD) which is reviewed on an annual basis. For support staff we use pay scales set by the National Joint Council for Local Government Services (NJC). Staff move through the pay scales for their grade irrespective of gender.