Eynsham Partnership Academy

Gender Pay Gap Analysis Reporting

This shows the Gender Pay Gap Analysis Report for March 2023 compared with previous years.

		Mar-18	Mar-19	Mar-20	Mar-21	Mar-22	Mar-23	Change between Mar 22 & Mar 23
Percentage Mean Gap (difference in male to female Mean pay)		25.10%	18.50%	22.80%	23.10%	27.88%	23.01%	-4.87%
Percentage Median Pay Gap (difference in male to female Median pay)		43.20%	37.20%	42.20%	42.80%	44.77%	39.93%	-4.84%
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						
		Mar-18	Mar-19	Mar-20	Mar-21	Mar-22	Mar-23	Change between Mar 22 & Mar 23
Gender of Staff in Quartile 1 (highest paid)	Male	33.70%	27.10%	24.10%	28.60%	26.98%	31.78%	4.80%
	Female	66.30%	72.90%	75.90%	71.40%	73.02%	68.22%	-4.80%
Gender of Staff in Quartile 2	Male	19.50%	18.60%	20.70%	18.10%	16.80%	17.83%	1.0%
	Female	80.50%	81.40%	79.30%	81.90%	83.20%	82.17%	-1.0%
Gender of Staff in Quartile 3	Male	13.80%	20.90%	17.20%	13.30%	10.40%	10.85%	0.5%
	Female	86.20%	79.10%	82.80%	86.70%	89.60%	89.15%	-0.5%
Gender of Staff in Quartile 4 (lowest paid)	Male	12.80%	10.50%	13.80%	17.90%	14.29%	25.58%	11.3%
	Female	87.20%	89.50%	86.20%	82.10%	85.71%	74.42%	-11.3%
Gender Balance of workforce	Male	19.90%	19.20%	19.00%	21.90%	17.13%	21.51%	4.4%
	Female	80.10%	80.80%	81.00%	78.10%	82.87%	78.49%	-4.4%

The mean and median gender gap has increased and is high because there were low paid male cleaners and they were outsourced during the year.

There are more low paid female staff in roles such as teaching support and clerical grades. We will continue to monitor salary levels to ensure consistent principles are applied, and that all schools follow the Trust pay policies and nationally negotiated guidelines.

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