

**GENDER PAY GAP REPORTING 2020-21 (Snapshot date 5<sup>th</sup> April 2020)**

**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	16.22%	35.90%

**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
Male (% males to all employees in each quartile)	19.64%	26.79%	21.43%	38.60%
Female (% females to all employees in each quartile)	80.36%	73.21%	78.57%	61.40%

Sheldon School does not pay bonus pay to any employees.