

Gender Pay Reporting

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

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