

Gender Pay Gap Report

Mossbourne Federation

As at the snapshot date 31st March 2018

What is?

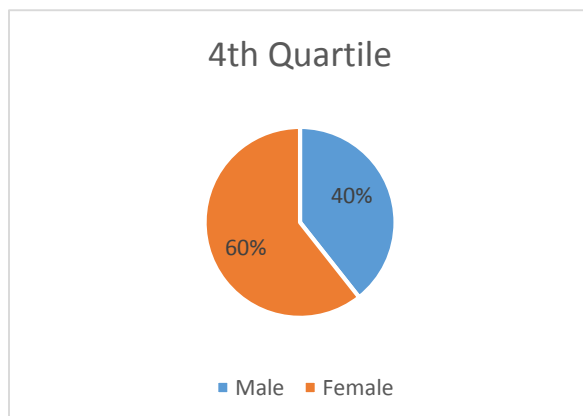
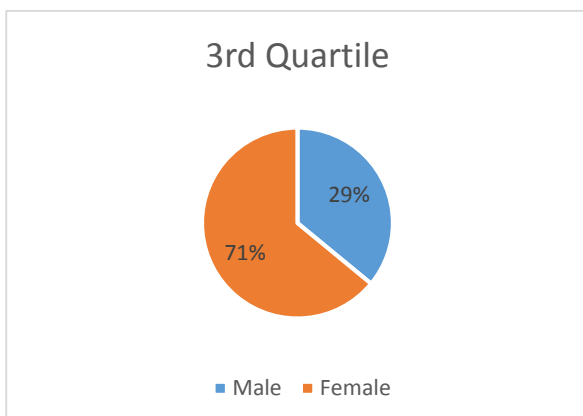
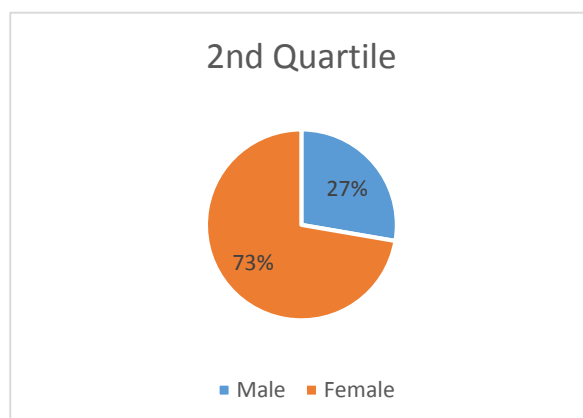
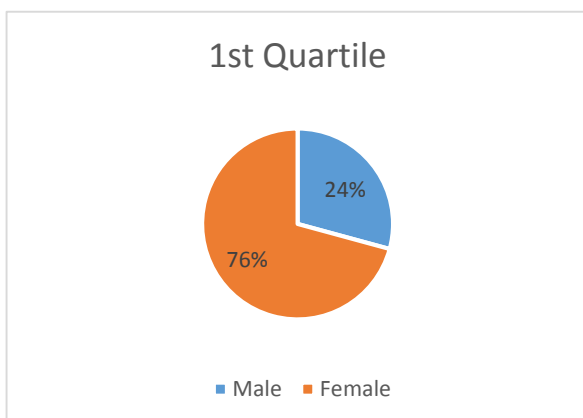
This is a simple report on women and men's average earnings across the federation as at a particular point in time expressed as a percentage of men's earnings. There are many reasons why there might be a pay gap, such as a gender imbalance in the different levels of roles or if particular types of roles are dominated by a particular sex.

Gender pay gap should not be confused with equal pay. A gender pay gap does not mean there is an equal pay issue within an organisation.

Pay Gap

Mean Gender Pay Gap		13.3%
Median Gender Pay Gap		9.3%

Quartile Pay Bands



Understanding the figures

As at the snapshot date, 69.8% of the workforce were female and though the female group dominates every quartile, the higher proportion of females in the lower quartile, also have the effect of bringing down the average pay of the female group.