

Gender Pay Gap Report

The Mossbourne Federation

Gender Pay Gap As At 31 March 2021

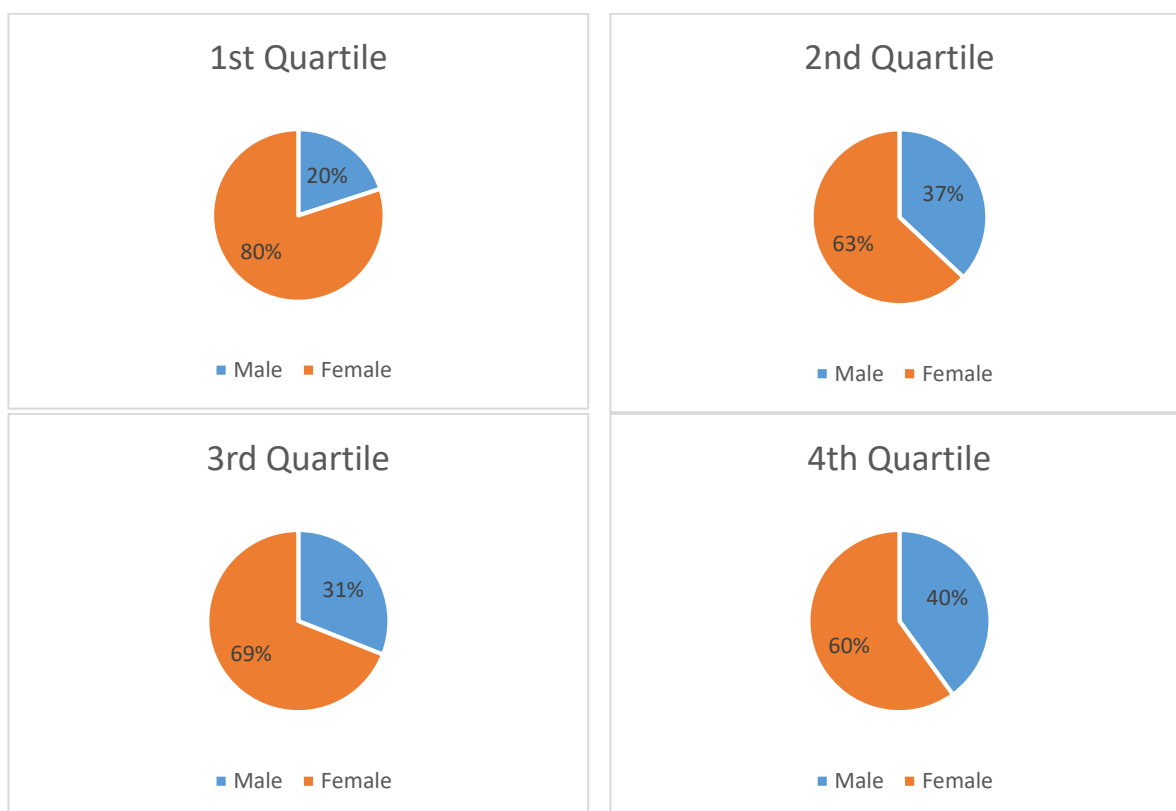
In the 2020/21 financial year, the Mossbourne Federation employed a total of 452 staff made up of 306 women and 146 men. During this period, the mean gender pay gap between men and women was measured as 15.0%.

The Federation pays staff equally for the roles they undertake irrespective of gender. The pay gap reported is due to staff demographic which shows a predominance of women in lower paid posts.

Pay Gap

Mean Gender Pay Gap	15.0%
Median Gender Pay Gap	14.4%

Quartile Pay Bands



Understanding the figures

As at the snapshot date, 68% 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.