

Mossbourne Federation

Gender Pay Gap As At 31 March 2020

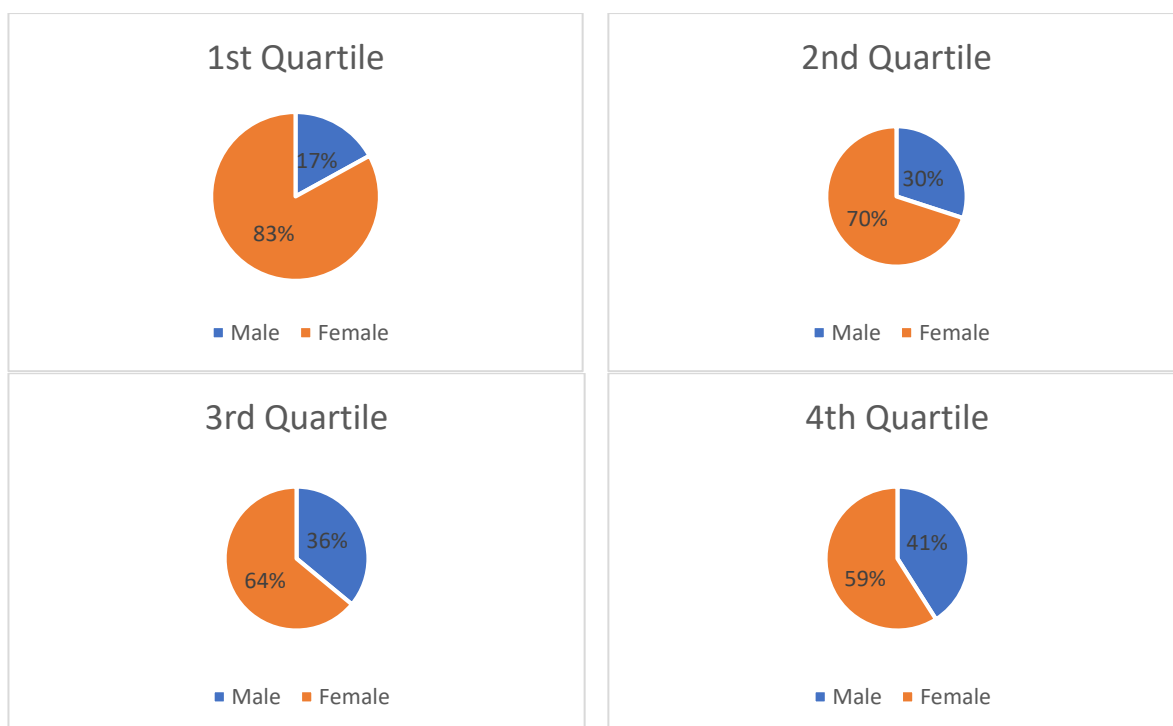
In the 2019/20 financial year, the Mossbourne Federation employed a total of 462 staff made up of 319 women and 143 men. During this period, the mean gender pay gap between men and women was measured as 17.7%.

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	17.7%
Median Gender Pay Gap	15.7%

Quartile Pay Bands



Understanding the figures

As at the snapshot date, 69% 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.