

Gender Pay Gap Report



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	12.68%	24.62%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	Not applicable	Not applicable

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	Not applicable
Female employees (% paid a bonus compared to all female employees)	Not applicable

Proportion of male and female employees according to quartile pay bands

	Quartile 1.	Quartile 2.	Quartile 3.	Quartile 4.
Male (% males to all employees in each quartile)	22%	18%	28%	40%
Female (% females to all employees in each quartile)	78%	82%	72%	60%

Supporting statement

Education for the 21st Century is proud not only to be a fair employer but a living wage employer. Our focus is on finding staff who can give the best possible care and education to our students.

Each of our schools appoint staff based on experience and professional qualities in line with the government pay scales for the relevant posts.

I confirm that the information published here is accurate.



Signature:

Date: 29/3/19

Status/position:

Acting CEO