

GENDER PAY GAP REPORTING – 2018

This is the first report produced under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. As a public sector body with over 250 employees The Willow Learning Trust has a duty to measure and report on our gender pay gap. Our data capture date is 31 March in each year.

The data for March 2018 is based on 255 staff paid on the data capture data: 66 male and 189 female.

Mean Gender Pay Gap

Male	66	£21.89
Female	189	£17.93

The mean gender pay gap is **18.1 %**.

Median Gender Pay Gap

Male	66	£21.37
Female	189	£15.75

The median pay gap is **26.3 %**.

Quartile Pay Band Gender Information

Quartile	Male No.	Male %	Female No.	Female %	Total No.
Lower	9	14	54	86	63
Middle Lower	11	17	53	83	64
Middle Upper	24	37.5	40	62.5	64
Upper	22	34	42	66	64
TOTAL	66	26	189	74	255