

Gender Pay Gap Report - 2017

Median Gender Hourly Rate – Females is	18.15%
Median Gender Hourly Rate – Males is	31.91%
Median Gender Hourly Gap - Females	74.3%
Mean Gender Hourly Rate – Females is	26.81%
Mean Gender Hourly Rate – Males is	35.59%
Mean Gender Hourly Gap – Females is	39.40%

Commentary

- This is a consolidated pay gap report for Potton Middle School and Potton Lower School which together are reporting as the Potton Federation.
- We are satisfied that we pay the same rate for the same role, regardless of gender and firmly believe in Equal Pay for equal roles.
- The workforce comprises of teaching and support staff. Teaching staff are paid according to the School Teacher’s Pay and Conditions Document 2018 which combines basic pay and additional pay for performance and management responsibilities applied on the same basis as for men and women. Support staff are paid at an hourly rate according to the NJC pay scales appropriate to the evaluation of the job, not the person doing it. All support roles are evaluated by Central Bedfordshire Council. The same criteria are applied for men and women.
- The workforce is split 19.25% males and 80.75% females. The gender pay gap can be explained by the combination of the following factors:
 1. There is a greater proportion of women in support roles.
 2. The median and mean hourly rates of pay for teaching staff are greater than for support staff.
 3. The majority of males are in teaching roles.
 4. There are slightly more men than women in the leadership roles.
- Bonus Gap – no bonuses are paid.
- We always actively seek to recruit male and female staff but predominately we have females who respond to support staff vacancies.
- No bias is given to gender in the recruitment process.