

Folio Education trust is required to provide a Gender Pay Gap Report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The information below is provided as at the “snapshot” date of 31st March 2023.

Folio Education Trust

Difference in hourly rate of pay - mean	9.6%
Difference in hourly rate of pay - median	20.9%
Difference in bonus pay - mean	0.0%
Difference in bonus pay - median	0.0%
Percentage of Males who received bonus pay	0.0%
Percentage of Females who received bonus pay	0.0%

Employees by pay quartile

	Quartile	Females	Males
<i>Upper: 75-100% of full-pay relevant employees</i>		58.9%	41.1%
<i>Upper middle: 50-75% of full-pay relevant employees</i>		71.6%	28.4%
<i>Lower middle: 25-50% of full-pay relevant employees</i>		80%	20%
<i>Lower: 0-25% of full-pay relevant employees</i>		68.1%	31.9%

This means that the mean hourly rate for women is 9.6% less than for men and the median hourly rate is 20.9% less for women than for men. No bonus payments were received in the year for either gender.

The differences identified reflect the working practices of the sector as a whole where a large number of female staff opt for part time flexible roles such as invigilators and cover supervisors. The quartile split as a whole represents the higher number of female staff in all categories, again a reflection of the education sector. The Trust continues to apply equal opportunities on recruitment at all levels.

The Trust adopts the generally accepted pay scales for teachers and support staff which are not gender specific and so the Trust has no major concerns regarding the mean and median differences noted above.

A handwritten signature in black ink, appearing to read 'Jonathan Wilden', with a horizontal line drawn through the signature.

Jonathan Wilden

Chief Executive Officer