

GENDER PAY REPORTING

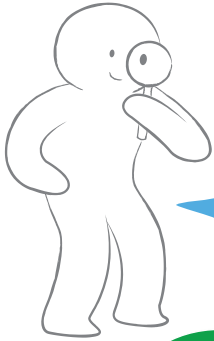


Do you have 250 or more employees?

Yes

No

You are not yet affected by Gender Pay Reporting



Are you a public authority?
This includes local government and maintained schools

Yes

No

You need to follow The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and provide reporting by 31 March each year. This includes Maintained Schools - Governing Body are responsible

You need to follow The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and provide reporting by 5 April each year. This includes Academies/Trusts/- Free/Independent Schools - Propriotor Body/Trustees are responsible

What do I need to report



Mean Gender Pay Gap

Median Gender Pay Gap

Mean Bonus Gap

Median Bonus Gap

Bonus Proportions

Quartile Pay Bands

Difference between mean hourly rate of full pay for a male employee and full pay for a female employee

Difference between median hourly rate of full pay for a male employee and full pay for a female employee

Difference between mean bonus pay paid to male relevant employees and female employees

Difference between median bonus pay paid to male relevant employees and female employees

The proportions of male and female full-pay relevant employees who were paid bonus pay in the relevant period

The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands



Where do I need to report it

- 1) Government Website
<https://www.gov.uk/report-gender-pay-gap-data>
- 2) Your own website