

GENDER PAY GAP 2019 - 20



Tollbar MAT
Family of Academies

TOLLBAR MULTI ACADEMY TRUST

PAY DATA



DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 17.1% lower than men's	Women's median hourly rate is 18.0% lower than men's

In other words, when comparing mean hourly rates, women earn **82.9p for every £1** men earn

In other words, when comparing median hourly rates, women earn **82p for every £1** men earn

PAY QUARTILES

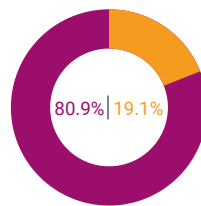


MALE

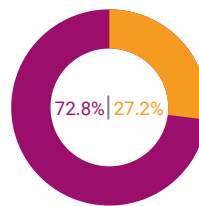


FEMALE

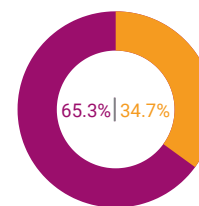
The image across shows the gender distribution at Tollbar MAT when colleagues are placed into four equally sized quartiles based on pay



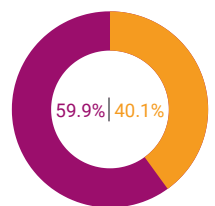
Quartile 1
(lower)



Quartile 2



Quartile 3



Quartile 4
(upper)

A message from Benjamin Briggs, Senior HR Officer of Tollbar MAT

Tollbar Multi Academy Trust is an equal opportunities employer. We support the fair treatment of all staff, irrespective of gender, through our transparent policies

B Briggs

Benjamin Briggs | Senior HR Officer | Tollbar MAT

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Tollbar MAT is required to carry out Gender Pay Gap Reporting