

**Solent Academies Trust****Gender Pay Analysis Report (as at March 2018)**

<b>Percentage Mean Pay Gap</b> (Difference in male to female Mean pay)	<b>-16.1%</b>			
<b>Percentage Median Pay Gap</b> (Difference in male to female Median pay)	<b>-1.5%</b>			
<b>Percentage Mean Bonus Gap</b> (Difference in male to female Mean pay)	<b>No Bonus Paid</b>			
<b>Percentage Median Bonus Gap</b> (Difference in male to female Median pay)	<b>No Bonus Paid</b>			
<b>Gender of Staff in Upper Quartile</b>	<b>Male</b>	<b>12%</b>	<b>Female</b>	<b>88%</b>
<b>Gender of Staff in Upper Middle Quartile</b>	<b>Male</b>	<b>14%</b>	<b>Female</b>	<b>86%</b>
<b>Gender of Staff in Lower Middle Quartile</b>	<b>Male</b>	<b>18%</b>	<b>Female</b>	<b>82%</b>
<b>Gender of Staff in Lower Quartile</b>	<b>Male</b>	<b>23%</b>	<b>Female</b>	<b>77%</b>
<b>Gender Balance of Workforce</b>	<b>Male</b>	<b>17%</b>	<b>Female</b>	<b>83%</b>