

## Gender Pay Gap Analysis Reporting 2018

It is now a requirement to report annually on Gender Pay Gaps in organisations with over 250 employees (The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017). This is the Gender Pay Gap Analysis Report for the Dominic Barberi Multi Academy Company (DBMAC) for the sample date of 31 March 2018. All analysis is based on each employee's calculated hourly rate of pay at 31 March 2018. The DBMAC has clear, written pay policy and gender plays no part in the assessment of salary grades. Salary grades are related to the nature of each role within the organisation, taking into account such things as job complexity, responsibility, staff supervision and education requirements.

|   |               |
|---|---------------|
| Percentage Mean Gap (difference in male to female Mean pay)               | 19%           |
| Percentage Median Pay Gap (difference in male to female Median pay)       | 31%           |
| Percentage Mean Bonus Pay Gap (difference in male to female Mean pay)     | No bonus paid |
| Percentage Median Bonus Pay Gap (difference in male to female Median pay) | No bonus paid |

|                               | Male | Female |
|-------------------------------|------|--------|
| Gender of Staff in Quartile 1 | 7%   | 93%    |
| Gender of Staff in Quartile 2 | 7%   | 93%    |
| Gender of Staff in Quartile 3 | 20%  | 80%    |
| Gender of Staff in Quartile 4 | 23%  | 77%    |
| Gender balance of workforce   | 14%  | 86%    |
| Number of employees by gender | 50   | 302    |