

# Gender Pay Gap Report

## Mossbourne Federation

As at the snapshot date 31<sup>st</sup> March 2019

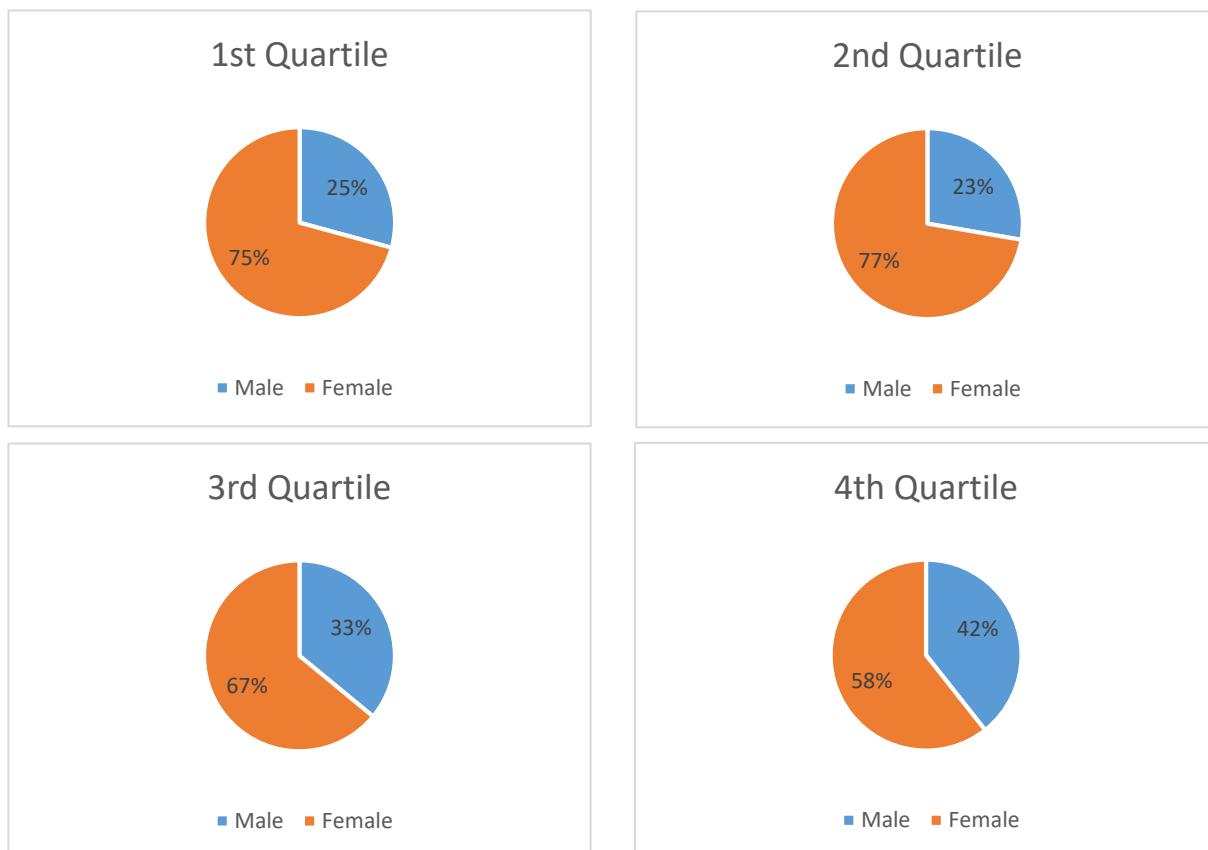
In the 2018/19 financial year, the Mossbourne Federation employed a total of 585 staff made up of 404 women and 181 men. During this period, the mean gender pay gap between men and women was measured as 14.5%.

The Federation pays staff equally for the roles they undertake irrespective of gender. The pay gap reported is due to staff demographic which shows a predominance of women in lower paid posts.

### Pay Gap

Mean Gender Pay Gap		14.5%
Median Gender Pay Gap		11.5%

### Quartile Pay Bands



### Understanding the figures

As at the snapshot date, 69.1% of the workforce were female and though the female group dominates every quartile, the higher proportion of females in the lower quartile, also have the effect of bringing down the average pay of the female group.