



## Gender Pay Gap Report

For organisations with over 250 employees it is now a legal requirement to report every year on the gap in salaries paid to male and female members of staff.

This is the Gender Pay Analysis Report for Bedford Catholic Schools as at the 31<sup>st</sup> March 2017.

The Trust has a 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.

The information below has been produced in response to the requirements of the gender pay gap legislation:

A	Percentage Mean Pay Gap (Difference in Male to Female MEAN pay)		22%
B	Percentage Mean Pay Gap (Difference in Male to Female MEDIAN pay)		7%
C	Top Salary Quartile	Male	23%
		Female	77%
D	Upper middle salary quartile	Male	16%
		Female	84%
E	Lower middle salary quartile	Male	11%
		Female	89%
F	Lower salary quartile	Male	14%
		Female	86%