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| **SIDCOT SCHOOL – Gender Pay Gap** **April 2024** |
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|  | **Female** | **Male** | **Gender**  |
|   |  |  | **pay gap** |
| Mean £ per hr |  23.51  |  24.07  | 2.3% |
| Median £ per hr |  21.25  |  18.71  | -13.6% |
|   |  |  |   |
| Top quartile | 60% | 40% |   |
| 2nd quartile | 76% | 24% |   |
| 3rd quartile | 61% | 39% |   |
| 4th quartile | 62% | 38% |   |
| Total | 65% | 35% |   |

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 **What do Sidcot’s results show?**

The mean gender pay gap in April 2024 at Sidcot was 2.3%, which indicates that on average the hourly rate paid to females is 2.3% lower than that paid to male members of staff. Across the Uk the gender pay gap for all employees was 13.1%.

The median gender pay gap at Sidcot was -13.6%, which shows that the middle hourly rate paid to females is 13.6% higher than that paid to male members of staff.