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| **SIDCOT SCHOOL – Gender Pay Gap**  **April 2024** | | | |
| |  |  |  |  | | --- | --- | --- | --- | |  | **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% |  | |  |  |  |

**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.