



## GENDER PAY REPORT 2018

Snapshot date 31 March 2018


The Four Cs MAT supports the fair treatment of all staff irrespective of gender through our transparent recruitment process, pay and professional development. We have specific policies for Equal Opportunities, Safer Recruitment and Pay (incorporating Performance Management). All teaching staff are paid in accordance with the nationally agreed pay and conditions, which is reviewed on an annual basis. Progression is linked to performance, staff carrying out the same role are paid on the same grade. For non teaching staff pay scales used are set by the National Joint Council for Local Government Services.

For information the overall split of male to female staff is 25% male and 75% female.

Four Cs MAT - Hourly Pay	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap percentage difference male to female	23%	24%

Four Cs MAT – Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male (% males to all employees in each quartile)	20%	16%	27%	38%
Female (% females to all employees in each quartile)	80%	84%	73%	62%

Four Cs MAT - Bonus Pay
Bonuses for exceptional performance are paid rarely. During the period reported on only one bonus was paid to a male. As such an analysis of the bonus gender gap would not be meaningful.

Supporting Statement	
I confirm that the published information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for the Four Cs MAT.	
Signed	 M SANDEMAN Chief Executive Officer For and on behalf of the Four Cs MAT
Date	19 March 2019