

## Sheffield City Trust Group Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out various calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees' data. We are required to publish the results on our own website and a government website.

We will do this each year within one calendar year of April 5th. We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap. Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. You can learn more about Gender Pay Reporting by visiting [www.gov.uk/government/collections/gender-pay-gap-reporting](http://www.gov.uk/government/collections/gender-pay-gap-reporting)

We confirm that the data we have submitted to the governments Gender Pay Gap Service in respect of the gender pay gap within the Sheffield City Trust Group is accurate. The data submitted has been summarised below.

### April 2021

	Males (120)	Females (79)	Gender Pay Gap
Mean Hourly Rates	£13.64	£12.95	5.06%
Median Hourly Rates	£10.88	£10.81	0.64%
<b>Gender Bonus Gap</b>			
	Males (1)	Females (0)	Gender Bonus Gap
Mean bonus pay	£4,500.00	£0.00	100.00%
Median bonus pay	£4,500.00	£0.00	100.00%
Percentage who received bonus/commission pay	0.45%	0.00%	
<b>The proportion of full pay males and females in pay quartiles</b>			
	Males	Females	
Lower Quartile	64.00%	36.00%	
Lower Middle Quartile	55.10%	44.90%	
Upper Middle Quartile	56.00%	44.00%	
Upper Quartile	67.35%	32.65%	

**April 2020**

	<b>Males (485)</b>	<b>Females (523)</b>	<b>Gender Pay Gap</b>
<b>Mean</b> Hourly Rates	£10.89	£10.23	6.06%
<b>Median</b> Hourly Rates	£8.72	£8.71	0.11%
<b>Gender Bonus Gap</b>			
	<b>Males (18)</b>	<b>Females (60)</b>	<b>Gender Bonus Gap</b>
<b>Mean</b> bonus pay	£101.56	£138.43	-36.30%
<b>Median</b> bonus pay	£81.00	£103.00	-27.16%
Percentage who received bonus/commission pay	3.54%	11.05%	
<b>The proportion of full pay males and females in pay quartiles</b>			
	<b>Males</b>	<b>Females</b>	
Lower Quartile	47.22%	52.78%	
Lower Middle Quartile	42.46%	57.54%	
Upper Middle Quartile	46.83%	53.17%	
Upper Quartile	55.95%	44.05%	

**April 2019**

Gender Pay Gap reporting requirements suspended by the government due to the Covid-19 pandemic therefore results not published.

Andrew Snelling

Chief Executive