

Gender Pay Gap Reporting: 31st March 2018

Based on the snapshot date of 31st March 2018, please see below the Gender Pay Gap Reporting information for Cumbria Education Trust.

Like most educational organisations, the workforce within Cumbria Education Trust is made up of significantly more female staff. The staff breakdown for the period in question is as follows:-

	Numbers of Staff
Female	361
Male	105
Total	466

The difference in the mean hourly rate of pay between male and female **full pay relevant employees**.

£3.11

The difference in the mean hourly gap percentage between male and female **full pay relevant employees**.

16.9%

The difference in the median hourly rate of pay between male and female **full pay employees**.

£3.67

The difference in the median hourly gap percentage between male and female **full pay employees**.

23.3%

The proportion of male and female full pay relevant employees in each of four quartile pay bands.

	Female	Male
Upper Quartile	71.6	28.4
Upper Middle Quartile	76.1	23.9
Lower Middle Quartile	87.1	12.9
Lower Quartile	75.2	24.8

Bonuses

No male employees received a bonus.

The percentage of female employees receiving a bonus was **0.28%** (there was only one paid).

I can confirm that this information is confirmed as a true and correct record.



Lorrayne Hughes
Chief Executive Officer