



GENDER PAY GAP REPORT

MARCH 2018

Turner Schools is an equal opportunities employer and we have due regard for our duties under legislation, including the Equality Act 2010, in order to eliminate discrimination and advance equality of opportunity.

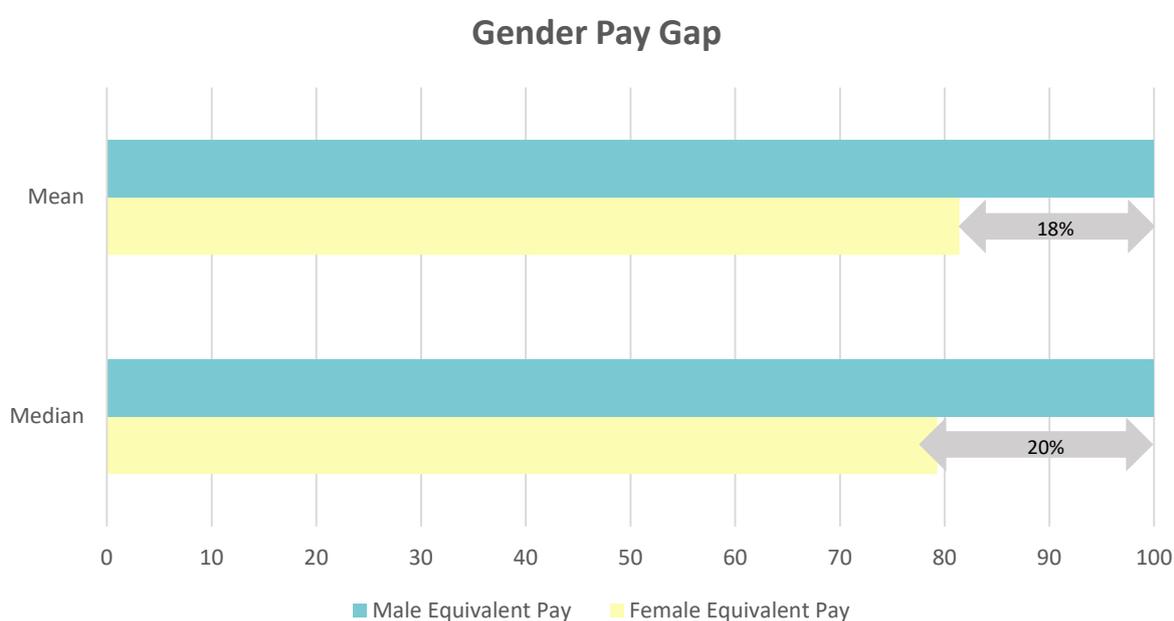
Dr J Saxton
Chief Executive Officer

Gender Pay Gap Figures

Turner Schools does not have any variation in pay ranges which are consistent against roles and there is no differentiation in pay for female and male staff.

The gender pay gap shows the difference between the mean and median hourly rate of pay of male and female colleagues, represented as a %.

The mean gender pay gap is the difference between the average hourly earnings of men and women. The median gender pay gap is the difference between the mid points in the ranges of hourly earnings of men and women. The figures provided below are based on the hourly rates of pay.



On the snapshot date, the 31st March 2018, the mean gender pay gap at Turner Schools was 18% in favour of men, and the median gender pay gap at Turner Schools was 20% in favour of men.

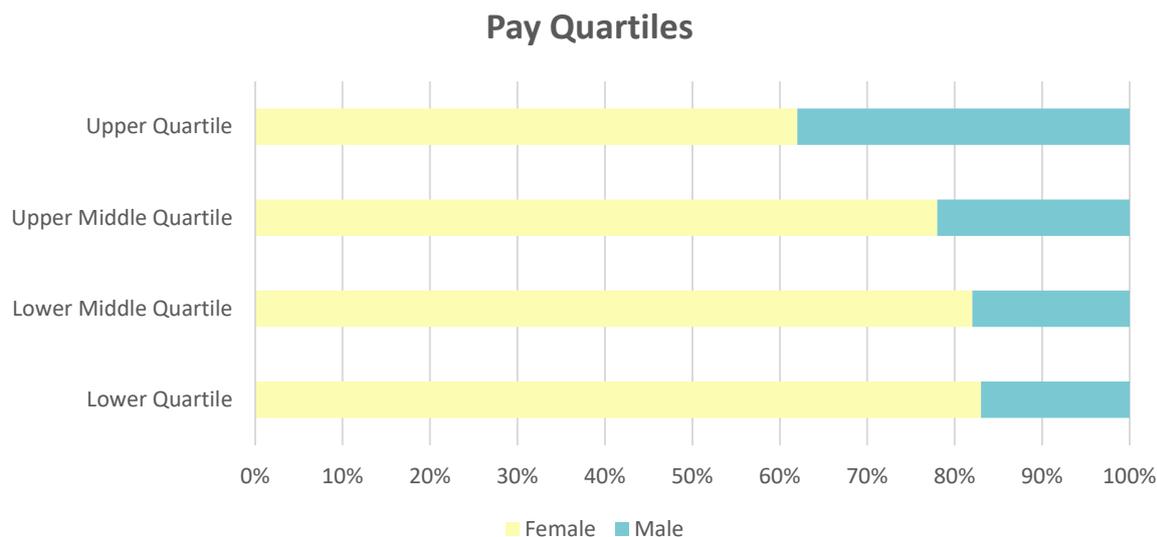
Turner Schools did not pay any bonuses to colleagues during this period and, therefore, these calculations have not been provided.

Of our total employee numbers, 77% of colleagues were female and 23% were male.

Prior to Folkestone Academy joining Turner Schools in December 2017, on the snapshot date of 31st March 2017 the mean gender pay gap of Turner Schools was 5% in favour of men and the median gender pay gap was 5.4% in favour of women. The staffing structures at Folkestone Academy changed in the summer term of 2018, creating more posts with leadership at all levels.

Proportion of male and female colleagues in each pay quartile

Turner Schools employed a higher proportion of females than males at all levels within the organisation, however the greatest proportion of females is represented in the lowest pay quartile. The chart below shows the gender split ordering hourly rates of pay from the lowest to highest, grouping these into four quartiles. Whilst we have a higher proportion of females in the upper quartile than males, we have a higher proportion of males in senior roles.



How are we supporting gender equality?

Whilst the gender pay gap of Turner Schools is below the average gender pay gap in education for the South East (median 27.7%, mean 20.6%), we will continue to commit to promoting gender equality. Our Equality and Diversity Policy sets out our commitment to promote equality and eliminate discrimination and harassment. We will continuously strive to ensure that everyone is treated with respect and dignity. Equal opportunities underpin all policies and will be a factor underpinning the monitoring of all aspects of employment.

Our standardised performance development process for all and our considerations to accommodate flexible working wherever possible for our senior posts across the organisation contribute towards accomplishing this aim.

The information published is based on our payroll data on the snapshot date.