

Gender Pay Gap Reporting 2019

Hourly rate

Difference in mean hourly rate of pay	2.0%
Difference in median hourly rate of pay	-2.8%

Bonus Pay

Percentage of employees who received bonus pay	0%
Difference in mean bonus pay	Not applicable
Difference in median bonus pay	Not applicable

Employees by pay quartile

	Male	Female
Upper quartile	38.5%	61.5%
Upper middle quartile	28.2%	71.8%
Lower middle quartile	29.1%	70.9%
Lower quartile	33.0%	67.0%

This information is accurate from the snapshot date of 5 April 2019 and includes all relevant staff on this date.

Lucy Scott

Chief Executive Officer

For and on behalf of Cambridgeshire Educational Trust