



Sladefield Infant School Gender Pay Gap Report

Snapshot Date: March 3rd 2026

Proportion of male and female employees according to quarter pay bands

	QUARTER 1 (LOWER)	QUARTER 2 (LOWER MIDDLE)	QUARTER 3 (UPPER MIDDLE)	QUARTER 4 (UPPER)
Male (% males to all employees in each quarter)	0%	8.3%	8.3%	16.7%
Female (% females to all employees in each quarter)	100%	91.7%	91.7%	83.3%

Difference in mean and median hourly rates of pay

	DIFFERENCE IN THE MEAN HOURLY PAY	DIFFERENCE IN THE MEDIAN HOURLY PAY
Pay gap. % difference male to female	30.91%	32.13%

SUPPORTING NARATIVE

As a school, there are only 4 male staff, 2 of whom are in highly paid positions (Head Teacher and Year Group Leader). This therefore skews the pay gap between male and female staff. We also recognise that the majority of teaching and support staff in Infant schools are predominantly female, in particular in the role of Lunchtime Supervisor, which is the lowest paid position of employment in the school. When employing, in all roles across the school, we do not discriminate with regards to gender, and would appreciate more male role models across the school.

I can confirm that the information published here is accurate.

Signature: *R. Meadows*

Date: 03/03/26

Status/position: Head Teacher