



Sladefield Infant School Gender Pay Gap Report

Snapshot Date: November 2024

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%	1.8%	3.5%	3.5%
Female (% females to all employees in each quarter)	100%	98.2%	96.5%	96.5%

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	£9.61	£0

SUPPORTING NARRATIVE

As a school, there are only 5 male staff members, 2 of whom are in highly-paid positions (the Head Teacher and DLP Project Lead). 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*

Status/Position: Head Teacher

Date: 19/11/24

