

Synergy Multi Academy Trust

Gender Pay Gap Report

Snap Shot Date - March 2018

	Mean rate per hour	Median rate per hour	% receiving bonus
Male	£18.85	£18.16	0%
Female	£14.47	£9.78	0%
Gap	23.2%	46.1%	N/A

Quartile	% in quartile paybands	
	Male	Female
Upper	36.8%	63.2%
Upper Middle	25.0%	75.0%
Lower Middle	14.7%	85.3%
Lower	15.9%	84.1%