

GENDER PAY GAP 2018 - 19

PRODUCED BY DATAPLAN PAYROLL LIMITED



PAY DATA



DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 20.0% lower than men's	Women's median hourly rate is 29.9% lower than men's

In other words, when comparing mean hourly rates, women earn **80p** for every **£1** men earn

In other words, when comparing median hourly rates, women earn **70p** for every **£1** men earn

PAY QUARTILES

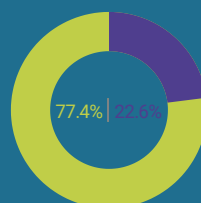


MALE

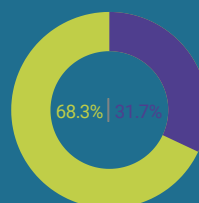


FEMALE

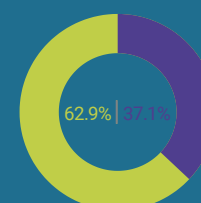
The image across shows the gender distribution at Kingsbury High School when colleagues are placed into four equally sized quartiles based on pay



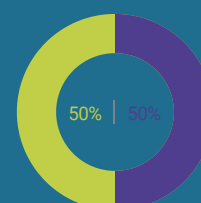
Quartile 1
(lower)



Quartile 2



Quartile 3



Quartile 4
(upper)

A message from Mr Jeremy Waxman, Headteacher of Kingsbury High School

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Kingsbury High School is required to carry out Gender Pay Gap Reporting.

J Waxman

Mr J Waxman, OBE | Headteacher | Kingsbury High School