Manland Primary School
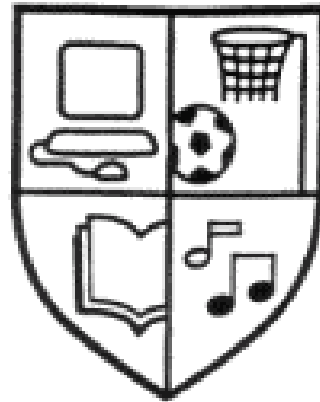
Gender pay gap report at 31 March 2025

The Gender Pay Gap Report is based on data as at 31st March 2025. At this date, Manland Primary School employed 28 full-pay relevant employees of which 23 were female (82%) and 5 were male (18%).

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%	0%	29%	43%
Female (% females to all employees in each quarter)	100%	100%	71%	57%

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	**37% - Women's mean hourly rate is 37% lower than men's**	**56% - Women's median hourly rate is 56% lower than men's**

Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	0%
Female employees (% paid a bonus compared to all female employees)	0%

Difference in mean and median bonus pay

	DIFFERENCE IN THE MEAN BONUS PAY	DIFFERENCE IN THE MEDIAN BONUS PAY
Pay gap. % difference male to female	N/A	N/A

SUPPORTING STATEMENT
I can confirm that the information published here is accurate. Signature: …………Mrs Wicks……………………………..   Date: ……May 2025……… Status/position: ………Headteacher………………………………………………………………..

(OPTIONAL) SUPPORTING NARRATIVE
As a primary school, we are aware that the majority of our staff are female; this is typical of the education sector as a whole. Our pay gap is driven by the higher proportion of females working in support roles, which are typically part time and lower paid roles. Again, this is typical of the education sector as a whole. We actively try to recruit more male support staff to address the balance.

(OPTIONAL) ACTION PLAN
We will continue to evaluate our job roles to ensure fair pay in each role and advertise each job with no gender bias.