



## Sheffield City Trust Group Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees' data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5<sup>th</sup> 2017.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records.

You can learn more about Gender Pay Reporting by visiting [www.acas.org.uk/genderpay](http://www.acas.org.uk/genderpay).



### SCT Group Gender Pay Gap

	<b>Males (566)</b>	<b>Females (654)</b>	<b>Gender Pay Gap</b>
<b>Mean</b> Hourly Rates	£10.38	£9.78	5.78%
<b>Median</b> Hourly Rates	£8.02	£7.94	1.00%

	<b>Males (11)</b>	<b>Females (47)</b>	<b>Gender Bonus Gap</b>
<b>Mean</b> bonus pay	£1,149.45	£270.82	76.44%
<b>Median</b> bonus pay	£298.50	£186.00	37.69%
Who received bonus/commission pay	1.94%	7.19%	

<b>The proportion of full pay Males and females in pay quartiles</b>		
	<b>Males</b>	<b>Females</b>
Lower Quartile	44.59%	55.41%
Lower Middle Quartile	44.92%	55.08%
Upper Middle Quartile	43.93%	56.07%
Upper Quartile	52.13%	47.87%

### SIV Gender Pay Gap

	<b>Males (231)</b>	<b>Females (279)</b>	<b>Gender Pay Gap</b>
<b>Mean</b> Hourly Rates	£9.26	£8.16	11.90%
<b>Median</b> Hourly Rates	£7.55	£7.55	0.00%

	<b>Males (2)</b>	<b>Females (2)</b>	<b>Gender Bonus Gap</b>
<b>Mean</b> bonus pay	£4,849.45	£44.50	99.08%
<b>Median</b> bonus pay	£4,849.45	£44.50	99.08%
Percentage who received bonus/commission pay	0.87%	0.72%	

<b>The proportion of full pay Males and females in pay quartiles</b>		
	<b>Males</b>	<b>Females</b>
Lower Quartile	43.31%	56.69%
Lower Middle Quartile	41.73%	58.27%
Upper Middle Quartile	38.28%	61.72%
Upper Quartile	57.81%	42.19%



### 7Hills Leisure Trust Gender Pay Gap

	<b>Males (210)</b>	<b>Females (243)</b>	<b>Gender Pay Gap</b>
<b>Mean</b> Hourly Rates	£10.21	£11.60	-13.61%
<b>Median</b> Hourly Rates	£8.15	£9.43	-15.71%

	<b>Males (0)</b>	<b>Females (9)</b>	<b>Gender Bonus Gap</b>
<b>Mean</b> bonus pay	£0.00	£37.17	
<b>Median</b> bonus pay	£0.00	£18.00	
Who received bonus/commission pay	0.00%	3.70%	

<b>The proportion of full pay Males and females in pay quartiles</b>		
	<b>Males</b>	<b>Females</b>
Lower Quartile	51.33%	48.67%
Lower Middle Quartile	53.10%	46.90%
Upper Middle Quartile	46.90%	53.10%
Upper Quartile	34.21%	65.79%