



Reporting as The Rosedale Hewens Academy Trust

Review your gender pay gap data**Your organisation's 2018 to 2019 gender pay gap data****Hourly rate**[Edit](#)

Difference in mean hourly rate of pay	10.4 %
Difference in median hourly rate of pay	28.4 %

Bonus pay[Edit](#)

	Male	Female
Percentage of employees who received bonus pay	0 %	0 %
Difference in mean bonus pay		Not applicable
Difference in median bonus pay		Not applicable

Employees by pay quartile[Edit](#)

	Male	Female
Upper quartile	32.4 %	67.6 %
Upper middle quartile	29 %	71 %
Lower middle quartile	23.2 %	76.8 %
Lower quartile	21.7 %	78.3 %

Size of your organisation[Edit](#)

Number of employees within your organisation	250 to 499
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Link to your gender pay gap information[Edit](#)<http://www.therosedalehewensacademytrust.co.uk>

On submission your data will be published on the gender pay gap service.

Please note that submission of inaccurate data means you have not complied with the gender pay gap regulations.

Confirm and submit

Save Draft

Cancel



1. Home (<https://www.gov.uk/>)

Guidance

Gender pay gap reporting: what employers must publish

When you've calculated your gender pay gap figures, they must be published with a written statement on your organisation's website

Published 22 February 2017

Last updated 14 February 2019 — see all updates

From:

Advisory, Conciliation and Arbitration Service (<https://www.gov.uk/government/organisations/acas>) and
Government Equalities Office (<https://www.gov.uk/government/organisations/government-equalities-office>)

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Data your organisation must publish

You must publish on your organisation's public-facing website your:

- mean gender pay gap
- median gender pay gap
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

The 'written statement'

Alongside these figures, if your organisation is a business or charity it must also publish a 'written statement' This statement must confirm that the published information is accurate and be signed by an 'appropriate person'

The appropriate person will depend on the type of employer involved:

- for any corporate body other than a limited liability partnership, this will be a director (or equivalent)
- for a limited liability partnership, this will be a designated member
- for a limited partnership, this will be a general partner
- for any other kind of partnership, this will be a partner

- for an unincorporated body of persons other than a partnership, this will be a member of the governing body or a senior officer
- for any other type of body, this will be the most senior employee

When to publish the data and written statement

You must publish your data and written statement within a year of your organisation's 'snapshot date'.

For example, for businesses and charities, you must publish by 4 April each year. Public sector organisations must publish by 30 March each year.

It makes sense to publish your data and written statement at about the same time but there's no rule about which to do first. There is no requirement for an employer to publish at the same time each year.

You must keep the information available online for at least 3 years. If you do not have a website, you should publish your figures on any intranet and/or parent company website and ensure that this information is brought to the attention of employees.

Putting gender pay gap data into context – adding a 'supporting narrative'

Your organisation can also use the written statement to add a 'supporting narrative'.

A gender pay gap doesn't necessarily mean your organisation has acted inappropriately or discriminatorily. Adding a narrative helps anyone reading the statement to understand your organisation's view of why a gender pay gap is present and what the organisation intends to do to close it.

Employer Action Plans

Your organisation may want to consider publishing an action plan that explains how you intend to tackle your gender pay gap. By publishing a plan with targets and clear actions, you will be sending a strong signal about your commitment to gender equality in the workplace. An action plan can either be published as part of your supporting narrative or alongside it. The Government Equalities Office, in partnership with the Behavioural Insights Team (BIT), has published evidence based, best practice guidance on the actions employers can include in their plans to reduce the gender pay gap. View the guidance (<https://gender-pay-gap.service.gov.uk/actions-to-close-the-gap>)

Gender pay gap reporting guidance on the Acas website. (<http://www.acas.org.uk/genderpay>)

Published 22 February 2017

Last updated 14 February 2019 + show all updates

1. 14 February 2019 Addition of 'Employer Action Plans' section
2. 6 March 2017 Additional guidance to reflect gender pay gap reporting requirements for public sector organisations
3. 22 February 2017 First published.

Related content

- Gender pay gap reporting: make your calculations (<https://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations>)
- Report your gender pay gap data (<https://www.gov.uk/report-gender-pay-gap-data>)

- Gender pay gap reporting: data you must gather (<https://www.gov.uk/guidance/gender-pay-gap-reporting-data-you-must-gather>)
- Gender pay gap reporting: overview (<https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>)
- Find and compare gender pay gap data (<https://www.gov.uk/find-gender-pay-gap-data>)

Detailed guidance

- Gender pay gap reporting: overview (<https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>)
- Gender pay gap reporting: data you must gather (<https://www.gov.uk/guidance/gender-pay-gap-reporting-data-you-must-gather>)
- Gender pay gap reporting: make your calculations (<https://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations>)

Explore the topic

- Equality (<https://www.gov.uk/society-and-culture/equality>)