

**FUTURE ACADEMIES
GENDER PAY GAP REPORTING - 2017**

Future Academies is a Company Limited by Guarantee
Registration Number 6543442

Pay & bonus gap

Differences between men and women

	Mean	Median
Hourly fixed pay	6.9%	11.0%
Bonus pay	85.2%	85.2%

The gender pay gap shows the difference between the average earnings of men and women. This is expressed as a percentage of men's earnings.

The table above shows our mean and median average gender pay gap based on hourly rates of pay as at the snapshot date of 31 March 2017.

The table also captures the mean and median difference between bonuses paid to men and women in the year up to 31 March 2017. Only 3 employees received a bonus award.

Proportion of male and female employees within each quartile pay band

Quartile	Female	Male
Upper	62.5%	37.5%
Upper middle	60.5%	39.5%
Lower middle	68.7%	31.3%
Lower	76.2%	23.8%

The table above shows the gender distribution across four equally sized quartiles.

There are a total of 321 full pay relevant employees. 215 of our colleagues are female and 106 are male.

Proportion of male and female employees who received bonus pay

	Female	Male
	0.4%	1.6%

This shows a 1.2% difference between the number of men and women being paid a bonus. Only 3 employees received a bonus award.