

**Tuesday, 27 March 2018**

Per the Equality Act 2010 (Specific Duties & Public Authorities) Regulations 2017, the following gender pay gap information has been calculated for 2016 / 2017.

Difference in mean hourly rate of pay	27%
Difference in median hourly rate of pay	46%
Difference in mean bonus pay	0%
Difference in median bonus pay	0%

	Male	Female
Percentage of employees who received bonus pay	0%	0%
Employees pay per quartile	Male	Female
Upper Quartile	41%	59%
Upper Middle Quartile	23%	77%
Lower Middle Quartile	16%	84%
Lower Quartile	10%	90%

Number of employees in organisation range: 250 to 499

### Supporting Statement

The Ortu Federation is committed to the equality of opportunity for all employees and strives to achieve this via our transparent recruitment process, pay policy and Continuous Development Programmes.

Ortu Federation supports staff with a family friendly policy and endeavours to facilitate requests for part time working wherever possible.

Des Shillingford FCMA Finance Director