



Gender Pay Gap 2022 - 2023

The Denbigh Alliance's gender pay gap is significantly higher than we would like, this is due to the vast number of female colleagues in support positions.

As Watling Academy has grown, we have increased our support function and therefore, unfortunately, our gender pay gap has increased.

We have taken every step to ensure that our recruitment process is fair and without bias. The Alliance is committed to supporting emerging female leaders and endeavour to see our pay gap reduce in the coming years.

Employee Headcount	250 - 499
Difference in hourly pay (mean)	26.7%
Difference in hourly pay (median)	36.4%

Percentage of women each pay quarter	
Lower hourly pay quarter	90.12%
Lower middle hourly pay quarter	84.52%
Upper middle hourly pay quarter	75.9%
Upper hourly pay quarter	57.83%

Bonus pay	
Women receiving bonus pay	0
Men receiving bonus pay	0
Difference in bonus pay (mean)	0
Difference in bonus pay (median)	0