

## Gender Pay Gap Reporting

The Ascent Academies' Trust is committed to gender equality through our transparent policies including:

- Equal Opportunities Policy;
- Equality and Diversity Policy;
- Pay Policy;
- Reward and Recognition Policy.

Snapshot date: 31.03.2017

Difference in mean and median hourly rate of pay

	Difference in mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	12%	13%

Proportion of male and female employees according to quartile pay bands

	Lower Quartile	Lower middle Quartile	Upper middle Quartile	Upper Quartile
Male (%males to all employees in each quartile)	18%	21%	28%	33%
Female (%females to all employees in each quartile)	82%	79%	72%	67%

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	N/A
Female employees (% paid a bonus compared to all female employees)	N/A

I confirm that the information published here is accurate.

Signature	<i>CMDunn</i>
Status/ Position	<i>CEO</i>
Date	<i>07/03/2018</i>

## Supporting Narrative

The Ascent Academies' Trust has a higher percentage of female employees (77.5%), the majority of whom are employed in term time only roles ie part time roles, which attract a lower salary eg lunchtime staff, class based support staff and office staff. The Trust is committed to ensuring that males and females are paid at the same rate for the same work on standard scales regardless of gender. Teaching staff pay scales are aligned to the School Teachers Pay and Conditions Document which is reviewed annually. Support staff salaries are determined by job evaluation and are regularly reviewed to ensure pay reflects the work undertaken. Male and female staff are treated equally on appointment and throughout their careers.