

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: 31.03.2018

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	15.2%	24.6%

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)	12%	22%	25%	31%
Female (%females to all employees in each quartile)	88%	78%	75%	69%

	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>C Morgan</i>
Status/ Position	<i>CEO</i>
Date	<i>4/3/19</i>

Supporting Narrative

There has been an overall increase in the gender pay gap compared to last year's difference of 12.4% (Mean) or 12.6% (Median). The large increase in the median value for males is due to a reduction in male staff in Quartile 1. 77% of the workforce involved in the analysis were female, with a greater proportion in lower paid roles.

There was an overall increase in the number of staff employed by the Trust; specifically, 35 additional females but 1 less male. Within Quartile 1, we have 12 additional females and 4 less males compared to the previous year. This is in line with the pattern of applications as we receive double the female applications per male application in lower paid, support staff roles compared to the ratio for teaching and leadership roles. Despite the overall gap in favour of males, when considering leadership positions only, there is a small difference in favour of females.

The Ascent Academies' Trust is committed to ensuring males and females are paid at the same rate for the same position by following School Teachers' Pay and Conditions and NJC pay scales. Both genders receive equal treatment during recruitment and throughout their careers with the Trust.

Although there has been an increase in the pay gap, this is due to coincidence and patterns of applications rather than by design. NJC pay scales increased by a greater % for lower paid roles in April 2018 and will do so again April 2019. It is expected that this will go some way to reducing the gender pay gap in future years.