

## 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: 31.03.2019

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	14.2%	15.1%

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)	11%	19%	15%	26%
Female (%females to all employees in each quartile)	89%	81%	85%	74%

	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	
Status/ Position	Chief Executive Officer
Date	5 <sup>th</sup> February 2020

## Supporting Narrative

There has been an overall decrease in the gender pay gap compared to last year's difference of 15.2% (Mean) or 24.6% (Median). 82% of the total workforce involved in the analysis were female, with a greater proportion in lower paid roles.

There was an overall decrease in the number of staff employed by the Trust; specifically, 39 less females and 32 less males. This was mainly due to the transfer of an academy into another MAT and the cessation of an out-of-hours provision. The demographic of these led to the reduction of males being predominantly in the upper two quartiles, while the reduction of females was predominantly in quartiles 1, 2, and 4. This goes some way to explaining the large reduction of the median difference between genders compared to the mean difference reduction.

The pay gap was reduced further by NJC pay scales increasing by a greater % for lower paid roles in April 2019. This benefitted more females than males, which means there was a greater increase to the average hourly pay for females as a result of this pay award.

The Ascent Academies' Trust continues to be 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.