

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: 31.03.2020

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	14.3%	23.7%

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%	12.5%	18%	24%
Female (%females to all employees in each quartile)	89%	87.5%	82%	76%

	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	4/8/21

Supporting Narrative

There has been an overall slight increase in the gender pay gap compared to last year's difference of 14.2% (Mean) or 15.1% (Median). 84% of the total 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 32 more females but 1 less male. The increase in staff numbers was mainly due to an increase in the number of pupils on roll and some 1:1 provision. The demographic of these led to the proportional increase of males in the upper two quartiles, as new staff were predominantly females in lower quartiles. This is in line with the pattern of applications as we received significantly more female applications per male application for all roles, while advertising significantly more roles in lower quartiles than upper quartiles. The ratio of male:female successful applicants was similar for roles in both lower and upper quartiles. This goes some way to explaining the increase of the median difference between genders compared to the mean difference increase.

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.