

THE ASPIRE EDUCATIONAL TRUST

Mandatory Gender Pay Gap Figures

Snapshot date: 31 March 2018

Gender pay gap	%
1. Mean gender pay gap - Ordinary pay	-17.9%
2. Median gender pay gap - Ordinary pay	-15.1%
3. Mean gender pay gap - Bonus pay in the 12 months ending 31 March	0.0%
4. Median gender pay gap - Bonus pay in the 12 months ending 31 March	0.0%
5. The proportion of male and female employees paid a bonus in the 12 months ending 31 March:	0.0%
Male	0%
Female	0%

6. Proportion of male and female employees in each quartile.

Quartile	Female %	Male %
Upper Quartile	91.03%	8.97%
Upper Middle quartile	84.62%	15.38%
Lower Middle quartile	89.74%	10.26%
Lower Quartile	98.70%	1.30%

GENDER PAY GAP REPORT MARCH 2018

The Aspire Educational Trust is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation, but does not involve publishing individual colleagues' data.

We are required to publish the results on our own website and to the government website <https://gender-pay-gap.service.gov.uk/Viewing/search-results>, where the results from other organisations can also be viewed.

We can use these results to assess the levels of gender equality within our Trust, in relation to the pay balance of male and female employees at different levels.

Gender pay reporting requires us to make calculations based on colleague gender, and their pay during March 2018. We have done this by using our existing payroll records. We have followed the approach to reporting set out in the government guidance.

We believe that men and women are paid equally for doing equivalent jobs across our Multi Academy Trust.

Mean Gender Pay Gap	-17.9%
Median Gender Pay Gap	-15.1%
Median Bonus Gender Pay Gap	N/A
Mean Bonus Gender Pay Gap	N/A

Proportion of Males & Females Receiving a Bonus

Male Received Bonus	N/A
Female Received Bonus	N/A

Quartile	Female	Male
Upper Quartile	91.03%	8.97%
Upper Middle Quartile	84.62%	15.38%
Lower Middle Quartile	89.74%	10.26%
Lower Quartile	98.70%	1.30%

It is clear from the quartile information that our Trust employs more females than males.

The Quartile Table includes the senior leadership team, teaching staff, teaching assistants, administration staff, Premises and maintenance including cleaning staff and lunchtime supervisors.

On the snapshot date (31 March 2018) there were 333 employees of which 91.29% were female and 8.7% were male.

The Trust did not pay any bonuses during the period reported.