

GENDER PAY GAP REPORT MARCH 2023

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/>, 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 the 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 2023. 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	16.9%
Median Gender Pay Gap	20.0%
Median Bonus Gender Pay Gap	N/A
Mean Bonus Gender Pay Gap	N/A
Proportion of Males and Females Receiving a Bonus	
Male Received Bonus	N/A

Female Received Bonus

N/A

Quartile	Female	Male
Upper Quartile	86.7%	13.3%
Upper Middle Quartile	90.4%	9.6%
Lower Middle Quartile	92.2%	7.8%
Lower Quartile	91.6%	8.4%

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, administrative staff, premises and maintenance staff including cleaning staff and lunchtime supervisors.

On the snapshot date (31 March 2023) there were 667 full pay relevant employees of which 90.25% were female and 9.75% were male.

The Trust did not pay any bonus during the period.

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A - Aspiration

We aspire to lead the way and achieve success for all

B - Believe

We have faith and confidence in the Trust our schools our colleagues and ourselves

C - Community

We work as a team - getting stuck in getting the job done!