

## GENDER PAY GAP REPORT MARCH 2019

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 2019. 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 31.4%

Median Gender Pay Gap 43.9%

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	87.22%	12.78%
Upper Middle Quartile	86.57%	13.43%
Lower Middle Quartile	92.54%	7.46%
Lower Quartile	99.25%	0.75%

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 staff including cleaning staff and lunchtime supervisors.

On the snapshot date (31 March 2019) there were 571 employees of which 91.24% were female and 8.76% were male.

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

# Mandatory Gender Pay Gap Figures

Snapshot date	31 March 2019
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Gender pay gap	%
1. Mean gender pay gap - Ordinary pay	31.4%
2. Median gender pay gap - Ordinary pay	43.9%
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%

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

Quartile	Female %	Male %
Upper quartile	87.22%	12.78%
Upper Middle quartile	86.57%	13.43%
Lower Middle quartile	92.54%	7.46%
Lower quartile	99.25%	0.75%

