

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;

Snapshot date: 31.03.2021


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	14.8%	21.8%

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)	10%	14%	16%	23%
Female (%females to all employees in each quartile)	90%	86%	84%	77%

	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	16/11/21

Supporting Narrative

There was very little difference in the gender pay gap compared to last year with an increase in the difference of 14.3% (Mean) but a decrease in the difference of 23.68% (Median). 84% of the total workforce involved in the analysis were female, with a greater proportion in lower paid roles.

There were seven less staff overall, with four less females across quartiles 1 and 2, and three less males across quartiles 3 and 4. This predominantly led to the reduction in the median gender pay gap.

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.