

Gender Pay Gap Reporting

The Ascent Academies' Trust is committed to gender equality through our transparent policies including:

- Equality, Diversity and Inclusion Policy;
- Pay Policy;
- Recruitment and Selection Policy

Snapshot date: 31.03.2022


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	14.2%	26.5%

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)	9%	15%	16%	23%
Female (%females to all employees in each quartile)	91%	85%	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	2 nd March 2023

Supporting Narrative

There was very little difference in the gender pay gap compared to last year with a slight decrease in the difference of 14.8% (Mean) but an increase in the difference of 21.8% (Median). 84% of the total workforce involved in the analysis were female, with a greater proportion in lower paid roles. We also recognise that 77% of the upper quartile earners are female.

There were three less staff overall, with three less females across quartiles 2 and 3. The Trust's gender pay gap can be further explained by our increased investment in the training of apprentices in 2022, making up 9% of the roles within the lower quartile. 88% of the apprentices are female.

The Ascent Academies' Trust continues to be committed to ensuring males, females and those who are gender neutral, 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.