Gender Pay Gap Report 2018

Context

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 Aspire Academy Trust has published the following gender pay gap report.

Snapshot Date 31 March 2018

No of Academies in Trust 25

Full Pay Relevant Employees 745 (656 Female 86%, 89 Male 14%)

Gender Pay Gap Report

- Mean gender pay gap 31%

This calculation shows the difference between the mean hourly rate of pay that male and female full pay relevant employees receive

- Median gender pay gap 46%

This calculation shows the difference between the median hourly rate of pay that male and female full pay relevant employees receive

The following calculations are not applicable to our Trust:

- Median bonus gender pay gap
- Mean bonus gender pay gap
- Proportion of males receiving a bonus payment
- Proportion of females receiving a bonus payment

Table of proportion of males and females in each quartile pay band

<table>
<thead>
<tr>
<th>Quartiles</th>
<th>Full time relevant employees in the quartile</th>
<th>Male</th>
<th>Female</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lower Quartile</td>
<td>LQ 187</td>
<td>7</td>
<td>180</td>
<td>4%</td>
<td>96%</td>
</tr>
<tr>
<td>Lower Middle Quartile</td>
<td>LMQ 186</td>
<td>7</td>
<td>179</td>
<td>4%</td>
<td>96%</td>
</tr>
<tr>
<td>Upper Middle Quartile</td>
<td>UMQ 186</td>
<td>35</td>
<td>151</td>
<td>19%</td>
<td>81%</td>
</tr>
<tr>
<td>Upper Quartile</td>
<td>UQ 186</td>
<td>40</td>
<td>146</td>
<td>22%</td>
<td>78%</td>
</tr>
</tbody>
</table>
Gender Pay Gap Report 2018

Narrative

Aspire Academy Trust is an equal opportunities employer that does not tolerate discrimination.

We recognise that our workforce is predominantly female due to the flexibility of part time and term time only roles that are available in the primary education system. To ensure a fair representation of the hourly rate for ‘term time only’ workers we have applied an alternative method of calculation in line with Acas guidance, February 2019.

As a Trust, in the stages of forming, the pay bands and titles of employees has been inherent as schools have joined the Trust from the Local Authority. In addition other staff members have been through the TUPE process and are no longer employed by the Trust, inclusive of cleaning staff and catering staff.

To remedy the gender pay gap the Trust is committed to:

- Equal and diverse recruitment strategies including positive action
- Women in leadership coaching
- Challenging stereotypical roles to ensure equal gender opportunities for areas such as
  - IT
  - Premises/ Site Management
  - Teaching Assistants
  - Academy Administrators
- Transparency for gender pay differences
- Ensuring like for like work is equally paid
- Good employment working relations with employees and unions for consultation on policies affecting terms and conditions of employment

The Trust acknowledges the challenges that affect the structure of our workforce of:

- Geographical limitations
- Teacher recruitment crisis at National level
- Flexible working arrangements
- Additional academies joining the Trust

As a Trust committed to wellbeing we will always continue to support flexible working arrangements for work life balance to be achieved, this includes the promotion of shared parental leave for men and encouraging women back to work place after maternity/adoption leave to continue with their career progression.
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Strategic work force planning will be implemented to work towards closing the gender pay gap which we would expect to see the impact of within the next 2 to 4 years.

Declaration

I can confirm that the published calculations are in accordance with mandatory gender pay gap reporting regulations.

Mr Andrew Fielder
CEO, Aspire Academy Trust
Date 25 March 2019