

## Gender Pay Gap Report 2018

Ad Astra Academy Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

At the time of the survey (31<sup>st</sup> March 2018), Ad Astra Academy Trust employed 262 employees, 237 female (90.46%) and 25 male (9.54%).

The results of these statutory calculations are as follows:

### 1. Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is **9.53%**. This shows that, overall, female employees receive lower pay than male employees. Ad Astra Academy Trust's mean pay gap is lower than the national average pay gap of **18.4%** as stated in the Office of National Statistics 2017 Annual Survey of Hours and Earnings. This has reduced slightly from **9.62%** as reported in 2017.

### 2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is **11.12%**. This shows that, overall, female employees receive lower pay than male employees. Ad Astra Academy Trust's median pay gap is lower than the national average pay gap of **23%** as stated in the Chartered Management Institute 2016 Gender Pay Survey. Again this has reduced from **13.93%** as reported in 2017.

### 3. Mean Bonus Gap

No bonuses were paid to employees in the reporting period.

### 4. Median Bonus Gap

No bonuses were paid to employees in the reporting period.

### 5. The Proportion of males and females receiving a bonus payment

No bonuses were paid to employees in the reporting period.

### 6. The Proportion of males and females in each Quartile Pay Band

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
6.15% Male 93.85% Female	9.09% Male 90.91% Female	12.31% Male 87.69% Female	10.61% Male 89.39% Female

This data shows that Ad Astra Academy Trust has a much higher proportion of women in all quartiles.

### **Supporting Statement**

Ad Astra Academy Trust recognises that the promotion of equality of opportunity in the workplace is not only good management practice, it also makes sound business sense and therefore does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation). Ad Astra Academy Trust supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development.

Teaching staff are aligned to the School Teachers' Pay and Conditions Document, which is reviewed on an annual basis.

Support Staff are aligned to the pay scales set by the National Joint Council for Local Government Services.

The vast majority of employees in the Trust are female (90.46%), this is in line with the experience across the education primary schools sector in general.

It should be noted that the gender pay gap is not the same thing as the provision of Equal Pay for work of Equal Value. Male and Female employees are paid the same for like work (subject to contractual factors including any transfer of undertakings from previous employment in the education maintained sector).

The Gender Pay Gap is a high level, non adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up.

Ad Astra Academy Trust supports our employees with a number of family friendly HR Policies, such as Flexible Working, Career Break, Parental and Dependant Leave, which our (predominately female) employees, including senior leaders and the Chief Executive Officer, choose to take advantage of.

In the summer of 2018, The Government Equalities Office has published its "Actions to Close the Gap guidance" its recommendations included:-

*Including Multiple women in shortlists for recruitment and promotions.* The Trust when undertaking a shortlisting process will remove personal information such as the candidates name and gender. The shortlisting panel assess each candidate equally against the essential, and, where applicable, the desirable criteria as set out in the person specification.

*Use skill based assessment tasks in recruitment.* Consideration will always be taken by the Trust to undertaking skill based testing, in accordance with the person specification, as part of the interview and selection process.

*Use Structured interviews for recruitment and promotions.* The Trust will always use structured interviews which are consistent for all candidates.

*Encourage salary negotiations by showing salary ranges.* The Trust will always communicate clearly the salary range for each post. The appointment will always be to the minimum point of the salary range, unless a specific criteria is achieved.

The overall gender pay gap therefore reflects workforce composition rather than the pay inequalities.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay information for Ad Astra Academy Trust.

Signed:

A handwritten signature in black ink, appearing to be 'AAR', with a horizontal line underneath it.

Andy Brown OBE,  
Chief Executive Officer