

Aspirations Academies Trust

Gender Pay Gap Report 2021

In accordance with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 the Aspirations Academies Trust has exercised its mandatory gender pay gap reporting obligations.

The data shown below has been reported to the Government Equalities Office.

The reported information of the Aspirations Academies Trust and other employers can be viewed on the Government's gender pay gap service website: <https://gender-pay-gap.service.gov.uk/>

Gender Pay Gap Data

The following sets out the reportable data with reference to the snapshot date of 31 March 2020. Comparable figures from the 2019 report (snapshot date of 31 March 2018) are shown in brackets.

1. Difference in pay

Mean gender pay gap: women's mean hourly rate was 16.1% lower than men's (2018: 20.0%)

Median gender pay gap: women's median hourly rate was 20.7% lower than men's (2017: 20.1%)

2. Proportion of women/men in each pay quartile

	Women	Men
Top quartile (highest paid)	66.4% (2018:67%)	33.6% (2018: 33%)
Upper middle quartile	74.3% (2018: 74.2%)	25.7% (2018: 25.8%)
Lower middle quartile	78.3% (2018: 80.5%)	21.7% (2018: 19.5%)
Lower quartile (lowest paid)	82.4% (2018: 86.1%)	17.6% (2018: 13.9%)

3. Proportion of women/men paid bonus

3.9% (2018: 4.48%) of women were paid bonus

2.9% (2018: 7.18%) of men were paid bonus

4. Difference in bonus pay

Mean gender bonus pay gap: women's mean bonus pay was 68.0% (2018: 79.1%) lower than men's

Median gender bonus pay gap: women's median bonus pay was 98.2% (2018: 97.5%) lower than men's

The above figures provide the statutorily reportable information but this gives a potentially misleading impression of the distribution of bonus payments. This is explained by the following three notes.

Note A: The most general application of bonus payments made by Aspirations is where these form part of the reward package of academy principals and a small number of top executive positions as a performance related bonus. This sort of bonus payment was made to 14 staff in the year to 31 March 2020 (9 women and 5 men). The analysis of these payments alone showed women's mean bonus pay was 27.13% lower than men's and women's median bonus pay was 47.47% lower than men's. This difference largely arose through the following:

- i) Subject to performance objectives being met, the performance bonus for secondary academy leadership and trust wide leadership roles is higher than the performance bonus for primary academy leadership roles.
- ii) Of the women who received these leadership performance bonuses a higher proportion of them received the bonus in relation to primary academy leadership rather than secondary academy or trust wide leadership
- iii) Of the men who received these leadership performance bonuses a higher proportion of them received the bonus in relation to secondary academy or trust wide leadership rather than primary academy leadership

Note B: Other than for the above leadership positions, bonus payments were made by only a small number of academies, mostly as a high attendance reward for support staff positions. This sort of bonus payment was made to 28 staff in the year to 31 March 2020 (25 women and 3 men). The analysis of these payments alone showed women's mean bonus pay was 81.38% higher than men's and women's median bonus pay was 13.02% higher than men's.

Note C: The apparent inconsistency in the reportable data compared with the more detailed analysis arises because the bonus payments made in relation to the performance of key leaders was very much higher than the other types of bonus payment. The mean leadership performance bonus (inclusive of women and men) was 98.9% higher than the mean of other bonus payments (inclusive of women and men). This difference reflects the completely different nature of the two types of bonus payment.

5. Summary report

The Trust notes that, as at March 2020, its overall gender split of employees across its workforce was approximately 75.3% women to 24.7% men. The comparative data for 2018 was 76.9% to 23.1%. From 2018 to 2020 the overall workforce increased from 837 to 1087, this largely arose from the Trust becoming sponsor to two further academies.

As shown in the reported data, women outnumber men in all pay quartiles. The changes in the gender balance within each pay quartile is relatively small across the 2018-2020 period.

In the top pay quartile, the proportion of women decreased by 0.6% (to 66.4%)

In the upper middle quartile, the proportion of women increased, up by 0.1% (to 74.3%)

In the lower middle quartile, the proportion of women decreased by 2.2% (to 78.3%)

In the lower quartile, the proportion of women decreased by 3.7% (to 82.4%)

The gender pay gap is largely explained by two factors:

- in the upper pay quartile (the highest paid), women outnumber men by a *lower* percentage than the average across the workforce (i.e. the proportion of women in the upper pay quartile was greater than the proportion of men by only c. 33% while the proportion of women in the total workforce was greater than the proportion of men by c. 50%)
- in the lower pay quartile (the lowest paid) women outnumber men by a *higher* percentage than the average across the workforce (i.e. the proportion of women in the lower pay quartile was greater than the proportion of men by c. 65% while the proportion of women in the total workforce was greater than the proportion of men by c. 50%).

The job profiles of the upper pay quartile and the lower pay quartile are very different. Typical of jobs in the upper pay quartile are senior leadership and management posts in the Trust's academies and management and senior professional positions in its central and district teams. Typical of jobs in the lower pay quartile (as at March 2020) were those in catering, cleaning, caretaking and lunch time supervision functions.

By applying its commitment to staff development and fair recruitment practice, the Trust would hope to see over time that the proportion of women and men in its upper pay quartile would become more closely aligned with the proportion of women and men in its middle pay quartiles (which are currently close to the 75:25 split of the overall workforce). Such a development should see a closing of the gender pay gap. However, a gender pay gap would almost certainly remain unless there was a similar change in the lower pay quartile.



Having reviewed the data of other multi academy trusts, it would appear that similar factors are relevant across the sector.

On the matter of the gender pay gap relating to bonus pay, notes A to C in section 4 above provide an explanation of how the reported data gives an impression that could be misleading. The more detailed analysis indicates alternative findings might be made that there is a much smaller gender pay gap in relation to bonus payments or even no significant gap at all.

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