

# Aspirations Academies Trust

## Gender Pay Gap Report 2022

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 2021. Comparable figures from previous reports are shown in brackets.**

#### 1. Difference in pay

Mean gender pay gap: women's mean hourly rate was 15.7% lower than men's (2020: 16.1%; 2018: 20.0%)

Median gender pay gap: women's median hourly rate was 23.7% lower than men's (2020: 20.7%; 2018: 20.1%)

#### 2. Proportion of women/men in each pay quartile

	Women	Men
<b>Top quartile (highest paid)</b>	66.3% (2020:66.4%; 2018: 67.0%)	33.7% (2020: 33.6%; 2018 33.0%)
<b>Upper middle quartile</b>	71.6% (2020: 74.3%; 2018: 74.2%)	28.4% (2020: 25.7%; 2018 25.8%)
<b>Lower middle quartile</b>	78.4% (2020: 78.3%; 2018: 80.5%)	21.6% (2020: 21.7%; 2018: 19.5%)
<b>Lower quartile (lowest paid)</b>	82.3% (2020: 82.4%; 2018: 86.1%)	17.7% (2020: 17.6%; 2018: 13.9%)

#### 3. Proportion of women/men paid bonus

4.6% (2020: 3.9%; 2018: 4.48%) of women were paid bonus

4.7% (2020: 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 55.3% (2020: 68.0%; 2018: 79.1%) lower than men's

Median gender bonus pay gap: women's median bonus pay was 96.8% (2020: 98.2%; 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 (ranging in value from £4,750 to £19,500). This sort of bonus payment was made to 18 staff in the year to 31 March 2021 (11 women and 7 men). The analysis of these payments alone showed women's mean bonus pay was 17.77% lower than men's and women's median bonus pay was 0.0% lower than men's (i.e. the median bonus pay of men and women among this group was identical). The difference in the mean average arose mainly because of a single outlier figure.

**Note B:** Other than for the above leadership positions, bonus payments were made by only a small number of academies. The majority of these other bonus payments were paid as a high attendance reward for support staff positions (ranging in value from £11 to £137). This sort of bonus payment was made to 33 staff in the year to 31 March 2021 (28 women and 5 men). The analysis of these payments alone showed women's mean bonus pay was 13.26% lower than men's and women's median bonus pay was 52.22% lower than men's. 4 other staff members across the Trust received another form of bonus payment in the year to 31 March 2021 (2 women and 2 men with the values ranging from £200 to £350). The analysis of these payments alone showed women's mean bonus pay was 75% higher than men's and women's median bonus pay was 75% higher than men's.

**Note C:** The apparent inconsistency in the reportable data compared with the more detailed analysis arises partly 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 99.12% 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. The other relevant factor is that while females outnumber males in the groups that (a) received the bonus associated with senior leadership positions and (b) received the bonus associated with high attendance of support staff positions, the proportion of men in group (a) (38.9%) was much higher than the proportion of men in group (b) (15.2%). This difference in distribution leads to the male average bonus figures being notably higher than the female average bonus figures.

#### 5. Summary report

The Trust notes that, as at March 2021, its overall gender split of employees across its workforce was approximately 74.6% women to 25.4% men. The comparative data for 2020 was 75.3% to 24.7% and for 2018 it was 76.9% to 23.1%.

From 2020 to 2021 the overall workforce remained fairly consistent with a relatively small reduction from 1087 to 1057. This reflected a period of consolidation after the growth seen from 2018 (837) to 2020 arising from the Trust becoming sponsoring 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 2020-2021 period.

- In the top pay quartile, the proportion of women decreased by 0.1% (to 66.3%)
- In the upper middle quartile, the proportion of women decreased by 2.7% (to 71.6%)
- In the lower middle quartile, the proportion of women increased by 0.1% (to 78.4%)
- In the lower quartile, the proportion of women decreased by 0.1% (to 82.3%)

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 compared to the figure that women outnumber men across the whole workforce. That is, the proportion of women in the upper pay quartile was greater than the proportion of men by only c. 32.5% while the proportion of women in the total workforce was greater than the proportion of men by c. 49%)
- in the lower pay quartile (the lowest paid) women outnumber men by a *higher* percentage compared to the figure that women outnumber men across the whole workforce. That is, the proportion of women in the lower pay quartile was greater than the proportion of men by c. 64.5% while the proportion of women in the total workforce was greater than the proportion of men by c. 49%).

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 2021) 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 comparatively 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 provides an explanation of how the reported data gives an impression that could be misleading. The more detailed analysis indicates alternative conclusions can be made, suggesting a much smaller gender pay gap in relation to bonus payments or even no significant gap at all.

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