

# Aspirations Academies Trust

## Gender Pay Gap Report 2023

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 2022. Comparable figures from previous reports are shown in brackets.**

#### 1. Difference in pay

Mean gender pay gap: women's mean hourly rate was 15.9% lower than men's (2021: 15.7%; 2020: 16.1%; 2018: 20.0%)

Median gender pay gap: women's median hourly rate was 22.2% lower than men's (2021: 23.7%; 2020: 20.7%; 2018: 20.1%)

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

	Women	Men
<b>Top quartile (highest paid)</b>	<b>65.8%</b> (2021: 66.3%; 2020: 66.4%; 2018: 67.0%)	<b>34.2%</b> (2021: 33.7%; 2020: 33.6%; 2018 33.0%)
<b>Upper middle quartile</b>	<b>70.8%</b> (2021: 71.6%; 2020: 74.3%; 2018: 74.2%)	<b>29.2%</b> (2021: 28.4%; 2020: 25.7%; 2018 25.8%)
<b>Lower middle quartile</b>	<b>75.6%</b> (2021: 78.4%; 2020: 78.3%; 2018: 80.5%)	<b>24.4%</b> (2021: 21.6%; 2020: 21.7%; 2018: 19.5%)
<b>Lower quartile (lowest paid)</b>	<b>82.9%</b> (2021: 82.3%; 2020: 82.4%; 2018: 86.1%)	<b>17.1%</b> (2021: 17.7%; 2020: 17.6%; 2018: 13.9%)

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

4.3% (2021: 4.6% 2020: 3.9%; 2018: 4.48%) of women were paid bonus

1.7% (2021: 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 57.26% (2021: 55.3%; 2020: 68.0%; 2018: 79.1%) lower than men's

Median gender bonus pay gap: women's median bonus pay was 98.27% (2021: 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 (up to September 2022) a small number of top executive positions as a performance related bonus (ranging in value in the year to March 2022 from £5,000 to £10,000). This sort of bonus payment was made to 17 staff in the year to 31 March 2022 (12 women and 5 men). The analysis of these payments alone showed women's mean bonus pay was 18.65% lower than men's and women's median bonus pay was 50.0% lower than men's. The difference arose primarily because the bonus payments made to smaller establishments (mainly primary academies) were set at a lower value than those paid to larger establishments (mainly secondary academies). Within the smaller establishment group there were 10 staff who received a bonus (8 women and 2 men) while within the larger establishment group there were 7 staff who received a bonus (4 women and 3 men). The distribution of men and women between these two subgroups leads to the average bonus payment made to all men across the two groups being significantly higher than the average bonus payment made to all women across the two groups. However, within the subgroups the gap was much smaller and in the larger establishment group there was no gap at all.

**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 £123). This sort of bonus payment was made to 23 staff in the year to 31 March 2022 (22 women and 1 man). The analysis of these payments alone showed women's mean bonus pay was 31.43% lower than men's and women's median bonus pay was 43.9% lower than men's. The key reason for the difference in these cases is that the FTE percentage that an employee worked for the year was a significant factor in the level of bonus payment made to them. Combined with this, a large proportion of the 22 women who received the bonus were employed on a much smaller FTE percentage than the 1 man who received the bonus. 5 other staff members across the Trust received another form of bonus payment in the year to 31 March 2021 (3 women and 2 men with the values ranging from £130 to £500). The analysis of these payments alone showed women's mean bonus pay was 21.25% higher than men's and women's median bonus pay was 63% higher than men's.

**Note C:** Another significant factor in the size of the gap in the reportable data for bonus payments is that 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 98.46% higher than the mean of other bonus payments (inclusive of women and men). This difference reflects the completely different nature of the two main 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) (29.41%) was much higher than the proportion of men in group (b) (4.35%). 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 2022, its overall gender split of employees across its workforce was approximately 73.76% women to 26.24% men. The comparative data for previous years was 2021: 74.6% to 25.4%; 2020: 75.3% to 24.7%; 2018: 76.9% to 23.1%.

From 2021 to 2022 the overall workforce remained fairly consistent with a relatively small reduction from 1057 to 1029. This continued a period of consolidation after the growth seen from 2018 (837) to 2020 (1087) 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 2021-2022 period.

- In the top pay quartile, the proportion of women decreased by 0.5% (to 65.8%)
- In the upper middle quartile, the proportion of women decreased by 0.8% (to 70.8%)
- In the lower middle quartile, the proportion of women decreased by 2.8% (to 75.6%)
- In the lower quartile, the proportion of women increased by 0.6% (to 82.9%)

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. 31.5% 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. 47.5%).

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 2022) were those in support positions with no professional qualification requirements.

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 74:26 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 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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