

## Aspirations Academies Trust - Gender Pay Gap Report 2025

The Gender Pay Gap is a measure of the difference between the average hourly earnings of male and female employees and should not be confused with equal pay, which the Trust has a legal obligation to guarantee to every employee. The Trust takes its responsibilities for equal pay very seriously and has in place robust policy measures to ensure that staff in equivalent roles are paid at the same rate. The Trust has an unwavering commitment to supporting diversity in the workplace and throughout its recruitment and pay policies and processes, there are safeguards in place to ensure that every employee enjoys the equality of opportunity to pay, conditions and continued personal and professional development. In the data below, this is evidenced by the upper quartile information which demonstrates that out of 752 female employees in total across the Trust, 64.20% are paid in the upper quartile, reflecting the number of successful female leaders and managers within the Trust and our continuous commitment to developing this. A large proportion of females continue to occupy roles in the lower and lower middle quartiles, mainly administration, catering and classroom support roles. This accounts for the mean rate of pay for female staff being 11.64% lower than for male staff (the Trust employs 279 male staff across the Trust). This is in line with the picture of the state education sector, where recruitment applications to these roles tend to be received from women. This represents a year-on-year improvement of 4.66 percentage points compared to 2024, when the mean gender pay gap was 16.30%. This reduction indicates a positive shift in the overall pay distribution across the Trust, reflecting the continued representation of women in senior leadership positions.

Points 1 to 4 of this paper set out the data of the Trust for the snapshot date up to 31 March 2025.

### 1. Difference in pay

Mean gender pay gap: women's mean hourly rate was 11.64% lower than men's (2024 : 16.3%)

Median gender pay gap: women's median hourly rate was 22.1% lower than men's (2024 23.5%)

The median gender pay gap has also reduced slightly from 23.5% in 2024 to 22.1% in 2025. The median measure reflects the midpoint of earnings across the workforce and is influenced by the significant number of female employees working in support roles within schools.

The gender pay gap therefore reflects occupational distribution within the workforce rather than differences in pay for equivalent roles. Women are strongly represented in both leadership and support roles across the Trust; however support roles remain more heavily female-dominated across the education sector nationally.

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

	Women 2025	Women 2024	Women 2023	Men 2025	Men 2024	Men 2023
<b>Top quartile (highest paid)</b>	64.20%	62.5%	64.3%	35.80%	37.5%	35.7%
<b>Upper middle quartile</b>	71.32%	70.9%	69.0%	28.68%	29.1%	31.0%
<b>Lower middle quartile</b>	74.81%	75.8%	75.0%	25.19%	24.2%	25.0%
<b>Lower quartile (lowest paid)</b>	81.40%	80.9%	80.4%	18.60%	19.1%	19.6%

The quartile analysis demonstrates that women continue to be strongly represented across all levels of the organisation, including senior leadership roles. Female representation within the highest paid quartile has increased slightly from 62.5% in 2024 to 64.2% in 2025. This reflects the Trust's continued commitment to leadership development and progression opportunities for female staff. However, women remain more heavily represented in the lower and lower middle quartiles, which is consistent with the wider education sector where roles such as teaching assistants, administrative staff and catering positions are more commonly held by women.

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

1.2% of women were paid bonus (2024: 1.1%), 9 women in total across the Trust

0.7% of men were paid bonus (2024: 0.9%), 2 men in total across the Trust

### **4. Difference in bonus pay**

Mean bonus pay gap: 33.4%

Median bonus pay gap: 34.7%

It should be noted that the Trust issues a very small number of bonus payments each year. As a result, relatively small differences in individual payments can have a significant impact on the reported percentage bonus pay gap.

### **5. Benchmarking**

The Trust's gender pay gap remains influenced by the structural composition of the education workforce, where women are significantly represented in support roles. This pattern is consistent with the wider state education sector across England.

However, the UK gender pay gap is around 14%, meaning the Trust's mean gap of 11.6% is lower than the national average.

### **6. Future Improvements**

The Trust will continue to monitor workforce composition, recruitment trends and career progression opportunities to ensure equality of opportunity across all roles as well as the gender pay gap. The Trust will continue to support male colleagues who wish to enter traditionally female dominated roles, to ensure the workforce is representative of the students we inspire as part of our diversity and inclusion strategy.

**Tracey Stratton**

**Director of HR and Compliance - March 2025**