

The logo for Academy Transformation Trust, featuring three overlapping, curved, light blue shapes that resemble a stylized 'A' or a series of waves, positioned to the left of the text.

Academy
Transformation
Trust

GENDER PAY GAP REPORT

March 2018

Improving Education **Together.**



1. Introduction

Under new legislation we are required to publish an annual gender pay gap report. The gender pay gap measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority. The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the mid points in the ranges of hourly earnings of men and women.

This report is for the snapshot date of 31st March 2017.

ATT is an equal opportunities employer. We support the fair treatment of all staff, irrespective of gender through our transparent recruitment, pay, and professional development processes.

2. ATT Gender Pay gap information

Having reviewed the gender pay gap information for ATT is as follows:

- The **mean gender pay gap is 28.3%**
- The **median gender pay gap is 41.5%**
- The **mean bonus gender pay gap is 28.5%**
- The **median bonus gender pay gap is 9.8%**

Proportion of males and females in each quartile band:

	Male	Female
Upper quartile	36.9%	63.1%
Upper middle quartile	23%	77%
Lower middle quartile	17.1%	82.9%
Lower quartile	10.3%	89.7%

The proportion of males and females receiving a bonus payment:

Males	Females
2.4%	0.8%



3. Underlying causes of our Gender Pay Gap

Academy Transformation Trust are committed to equal opportunities and to equal treatment for all employees and we are confident that our gender pay gap is not caused by paying men and women differently for the same equivalent work.

Our gender pay gap is the result of the roles in which men and women work within the Trust and the salaries that these roles attract. For example, roles such as cleaners, midday meal supervisors and administrators are in the main held by females. As these roles typically fall within the lower quartile pay ranges, this therefore has an adverse impact on our gender pay gap.

It should also be noted that when calculating the gender pay gap within education, teacher's terms and conditions and term time only workers have an impact on the overall gender pay gap.

4. How do we compare with others?

The gender pay gap in the Education Sector is on average 25% and so our mean gender pay gap of 28.3% is only marginally wider than the national average.

5. How are we supporting gender equality in the Trust?

Academy Transformation Trust is committed to ensuring that all support posts across the Trust are appropriately and consistently graded irrespective of the gender of the post holder.

We are committed to Equality, Diversity and Inclusion values that ensure that all stakeholders of the Trust feel respected and valued and that the principles of openness, transparency, fairness and equality are applied across the Trust.

We will seek to challenge the historical imbalance in the education sector where a disproportionate number of lower paid support staff roles are occupied by female employees.

**Claire Pritchard, Chief Operating Officer
Academy Transformation Trust**

March 2018