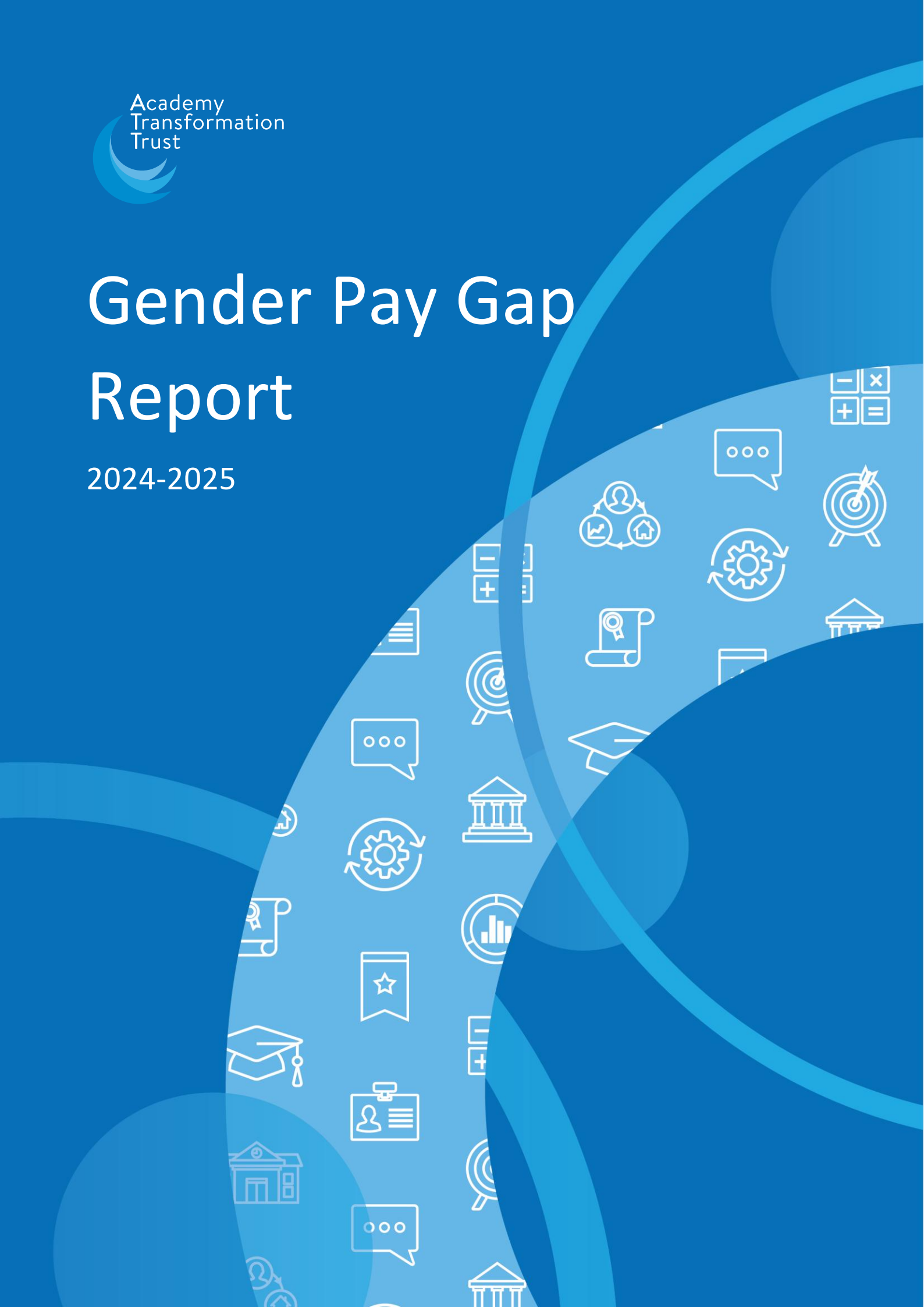
Academy Transformation Trust

Gender Pay Gap Report

2024-2025



Our Trust

These four critical questions make it clear who we are and what we do.
We ask ourselves these questions to guide our work and our improvement.

Why do we exist?

To **transform life chances** by achieving the highest possible standards and preparing all our students to lead successful lives.

How do we behave?

- **Hard work**
  We are determined to see things through to the end and are resilient when faced with challenges.
- **Integrity**
  We do the right thing because it is the right thing to do.
- **Teamwork**
  We work together to help everyone succeed.

What do we do?

- We educate, safeguard and champion all our learners.
- We set high standards for ourselves and our learners.
- We build the powerful knowledge and cultural capital which stimulate social mobility and life-long learning.

How will we succeed?

1. Aligned autonomy
2. Keeping it simple
3. Talent development

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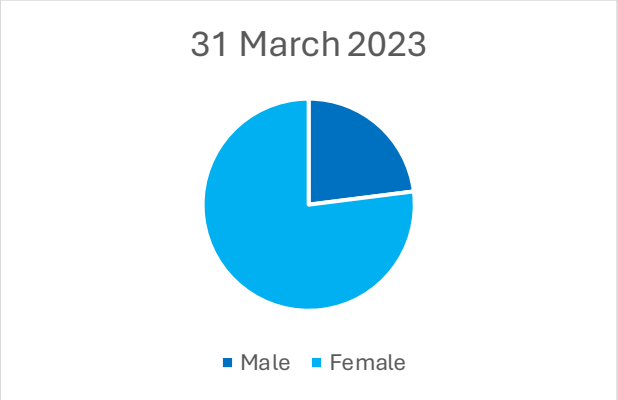
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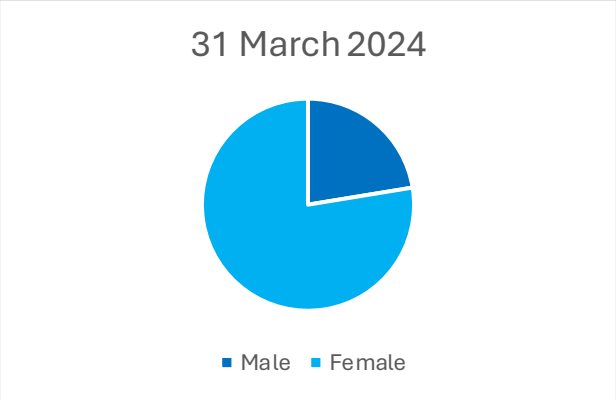
Introduction

This is the Gender Pay Gap report for the snapshot date of 31st March 2024. This is our eighth year of reporting on gender pay data.

Academy Transformation Trust (ATT) is a not-for-profit multi academy trust with a family of primary and secondary academies plus a further education provision and a SEMH academy. Our academies are based in the Midlands, East and Southeast of England.

In common within much of the education sector, ATT employs a high proportion of women in its overall population, with only a small % change for this report from last year:





Headline Figures

As of 31 March	2020	2021	2022	2023	2024
Mean gender pay gap	15.5%	22.0%	10.10%	16.40%	10.47%
Median gender pay gap	25.62%	33.0%	17.46%	35.97%	17.19%
Mean gender bonus gap	n/a	n/a	n/a	n/a	n/a
Median gender bonus gap	n/a	n/a	n/a	n/a	n/a
Proportion of male employees receiving a bonus	n/a	n/a	n/a	n/a	n/a
Proportion of female employees receiving a bonus	n/a	n/a	n/a	n/a	n/a

The pay gap figures for all employees cover a very wide range of salaries within the data set. Further insight into the pay gender position within the organisation can be gained by examining the gender pay gaps for the two different groups of staff: support and teaching (figures in brackets denote previous year's data 2023).

	Support Staff	Teachers
Gender pay gap mean of 31 March 2024	6.20% (9.34%)	3.09% (5.75%)
Gender pay gap median of 31 March 2024	0.00% (3.73%)	-1.81% (5.28%)

The proportion of males and females in each quartile band:

	M: Male F: Female	M % 2020	F % 2020	M % 2021	F % 2021	M % 2022	F % 2022	M%2 2023	F% 2023	M % 2024	F % 2024
A	Lower (0-25% of full-pay relevant employees)	17.9	82.0	12.76	87.24	21.5	78.5	17.46	82.54	19.84	80.16
B	Lower middle (25-50% of full-pay relevant employees)	17.1	82.8	16.93	83.07	25.4	74.6	17.03	82.97	15.10	84.90
C	Upper middle (50-75% of full-pay relevant employees)	23.4	76.5	10.78	89.22	27.6	72.4	27.80	72.20	25.33	74.67
D	Upper (75-100% of full-pay relevant employees)	32.5	67.4	50.0	50.0	32.4	67.6	31.32	68.68	29.69	70.31

Pay Structures

ATT uses pay scales for the majority of staff. Those in teaching roles are aligned with the minimum and maximum of each pay scale within the School Teachers' Pay and Conditions Document, updated annually. The pay scales for support staff are in line with the rates set by the National Joint Council for Local Government Services. In both cases the rates include outer London fringe rates in applicable Academies. Staff progress through our normal pay review process.

How Does ATT's Gender Pay Gap Compare With That of Other Organisations?

According to the Office for National Statistics (ONS), median hourly pay for full-time employees was 7% less for women than for the men in April 2024.

Commentary

The March 2024 data shows a 10.47% mean gap, which is less than our previous report of 16.40%. This is a good improvement, especially from our first report in March 2017 of 28.3%. This reflects the increase in the upper middle and upper quartiles of female staff, as well as an increase in the lower quartile for male staff.

It is important to understand that the data is a snapshot in time and that changes within our ongoing operations can impact the data: for example, it does not compare like-for-like year-on-year and therefore it is important to consider the underlying context of the data.

Our workforce data shows our total number of female workers has increased slightly from the previous year and we now employ 77.51% females compared to 77% in 2023. With movement in both upper middle and upper quartiles on the male/female ratio, it has impacted positively on our overall pay gap data. The overall percentages of male and female employees is still not representative in the individual quartiles, with the lower and lower middle quartiles still weighted with female employees, 80.16% and 84.90%. The movement in the upper middle and upper quartiles, whilst positive, is still below our employee male/female demographic. ATT is committed to ensuring that the best candidate, regardless of gender, is employed to ensure that the quality of education and pupil outcomes is our key priority.

For societal reasons it remains the case that more women than men are employed in our lower paid roles, such as lunchtime supervisors and Teaching Assistants due in some part to term time flexibility. We also have outsourced roles such as our Site Supervisors to Vertas, which were lower and lower middle quartile roles, dominated mainly by males. This has an impact on our Gender Pay data, as it does for a lot of Trusts. It is pleasing to see the Teacher mean pay gap has decreased again this year from 5.75% to -0.83%, however we strive for a 0% gap as its important for equal pay for all genders. As stated above, we remain committed to ensuring the best candidate, regardless of gender, is employed, and we are aligned with the minimum and maximum of each pay scale within the School Teachers' Pay and Conditions Document. We are committed to completing further analysis to determine the impact of roles and responsibilities that require qualifications such as degrees versus roles that do not, as the movement between the lower and lower middle quartiles impacts on our overall gender reporting.

How Are We Supporting Gender Equality in ATT?

The gender pay gap is not a subject which ATT is complacent about, and we are committed to doing everything that we can to reduce the gap. We recognise that our scope to act is limited in some areas - we have, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

We operate as an equal opportunities employer and do not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation) regarding recruitment, performance development and career development opportunities.

We are committed to ensuring that all support posts across ATT are appropriately and consistently graded irrespective of the gender of the post holder and therefore it is pleasing to report this year a 0% gap for the median support staff. We are also committed to Diversity, Equality and Inclusion (DEI) values that ensure that all stakeholders of ATT feel respected and valued and that the principles of openness, transparency, fairness and equality are applied across our Trust.

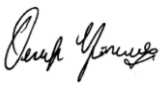
We will seek to challenge the historical imbalance in the education sector where a disproportionate number of lower paid support staff roles are occupied by female employees.

As stated previously, we remain committed to closing the gender pay gap and have been developing a number of initiatives that we will continue to improve upon this year:

Actions in 2024/25 to reduce the gender pay gap and improve gender equality

- Our DEI Allies remain embedded in every academy to support our journey towards becoming a more diverse and inclusive Trust.
- With the support of our HR colleagues and the ATT Institute offering, we will continue to offer training to develop skills and awareness in areas such as unconscious bias in recruitment and selection processes.
- All employees have access to learning and development opportunities to support their preferred career pathway via our ATT Institute, with more opportunities for our support roles such as TAs, bespoke academy roles such as Exams Officers and Office Administrators.
- We have introduced focused CPD on how to become a Leader, with opportunities to learn and prepare for middle & senior leadership roles.
- We have updated our pay policy, and we now pay full TLR's to those undertaking full responsibility, rather than auto pro-rating for part time employees.
- We continue to develop benchmarking work for ATT roles which includes reviewing the way in which we determine salaries for posts.
- We continue to review and assess our central approach to recruitment and to support in the transparency of salary bands of roles.
- We will include a statement in our adverts and recruitment packs for the lower quartile roles which actively encourages applications from men
- We will continue to include our salary bands on job advertisements to ensure transparency regarding pay, including at Principal level, to prevent gender directly or indirectly impacting salaries on appointment.
- We analyse pay data to identify areas of imbalance and to then implement an action plan for improvements.

I can confirm that the information collated in the report has been drawn from our payroll providers and is an accurate reflection of the position relating to gender pay in our academies.

Signature 

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Role Acting Chief Executive Officer, Academy Transformation Trust

Date February 2025

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