

Aspirations Academies Trust

Gender Pay Gap Report

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 2018. Comparable figures from the 2017 report are shown in brackets.

Difference in pay

Mean gender pay gap: women's mean hourly rate was 20.0% lower than men's (2017: 19.2%)

Median gender pay gap: women's median hourly rate was 20.3% lower than men's (2017: 20.1%)

Proportion of women/men in each pay quartile

	Women	Men
Top quartile (highest paid)	67% (2017:66.7%)	33% (2017: 33.3%)
Upper middle quartile	74.2% (2017: 73.2%)	25.8% (2017: 26.8%)
Lower middle quartile	80.5% (2017: 75.2%)	19.5% (2017: 24.8%)
Lower quartile (lowest paid)	86.1% (2017: 87.5%)	13.9% (2017: 12.5%)

Proportion of women/men paid bonus

4.48% (2017: 1.24%) of women were paid bonus

7.18% (2017: 4%) of men were paid bonus

Difference in bonus pay

Mean gender bonus pay gap: women's mean bonus pay was 79.11% (2017: 35.5%) lower than men's

Median gender bonus pay gap: women's median bonus pay was 97.5% (2017: 31%) lower than men's