

GENDER PAY GAP

March 2020



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PAY DATA



DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 15.4% lower than men's	Women's median hourly rate is 27.5% lower than men's

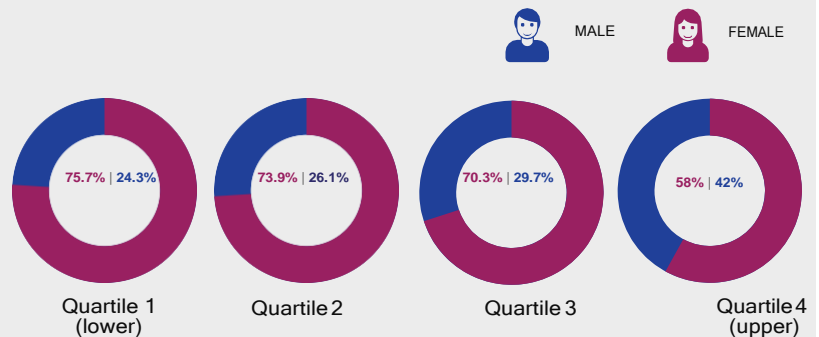
In other words, when comparing mean hourly rates, women earn **84.6p for every £1** men earn

In other words, when comparing median hourly rates, women earn **72.5p for every £1** men earn



PAY QUARTILES

The graphic across shows the gender distribution at Alban Academies Trust when colleagues are placed into four equally sized quartiles based on pay



A message from Alan Gray, CEO of Alban Academies Trust

Alban Academies Trust recognises that the promotion of equality of opportunity in the workplace is an essential aspect of running an organisation. We support the fair treatment of staff irrespective of gender through transparent recruitment, retention and development of staff.

We use pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions document, which is reviewed on an annual basis and ensures that teachers are paid based on experience and performance and not gender. For support staff we use the pay scales set by the National Joint Council for Local Government Services which allows for progression regardless of gender.

At the time of the survey the Trust employed 445 staff of which 69% were female and 31% are male. The majority of staff are female which is typical of the education sector as a whole, although our gender pay gap is less than others in the sector.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay information for Alban Academies Trust.

A Gray

Alan Gray | CEO | Alban Academies Trust

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Alban Academies Trust is required to carry out Gender Pay Gap Reporting