

GENDER PAY GAP 2022

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PAY DATA



DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 20% lower than men's	Women's median hourly rate is 41.5% lower than men's

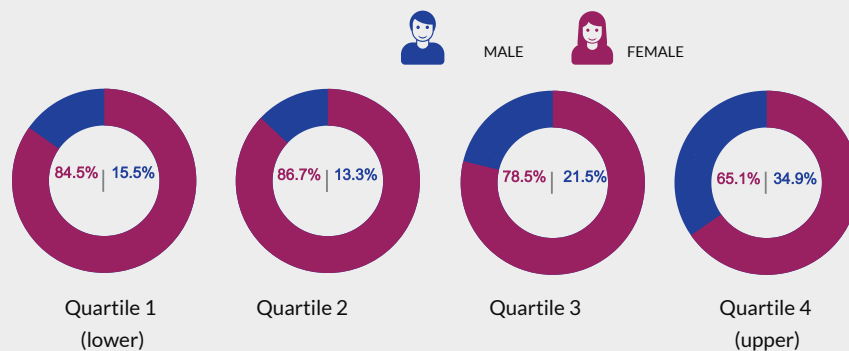
In other words, when comparing mean hourly rates, women earn **80p for every £1** men earn

In other words, when comparing median hourly rates, women earn **58.5p 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

The Alban Academies Trust is pleased to share our gender pay gap data for 2022.

In the 12 months prior to April 2022, we welcomed Garden Fields School and Skyswood School into our growing Trust.

In our vision for the Trust, we strive to provide a powerful organisation of which everyone is proud, and which is a model of good practice for others. All members of our Trust hold the same broad values, which include actively promoting equality at all levels in the Trust.

We are committed to the fair treatment of staff irrespective of gender, and this flows through our recruitment, retention and development practices.

We are proud to provide significant opportunities for part time working at all levels within our organisation, providing many employees with family friendly working patterns and an attractive work life balance.

In establishing our rates of pay, we use pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions document and for support staff we use the pay scales set by the National Joint Council for Local Government Services.

Our pay scales for both teaching and support staff are transparent and ensure that all individuals are paid consistently regardless of gender.

In 2021 our snapshot population grew by 20% when Wheatfields Infants and Wheatfields Junior School joined the AAT. Once again, our snapshot population grew by 20% for 2022, driven by Garden Fields School and Skyswood School becoming members of the Trust.

In line with the education sector, we continue to employ more women than men and 79% of our 2022 snapshot population were women. It remains that the significant majority of support roles within our schools are occupied by women, and these roles typically sit within our lower and middle pay scales. This continues to remain the driving factor behind our gender pay figures.

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