

# GENDER PAY GAP 2023

PRODUCED BY DATAPLAN PAYROLL LIMITED



## PAY DATA

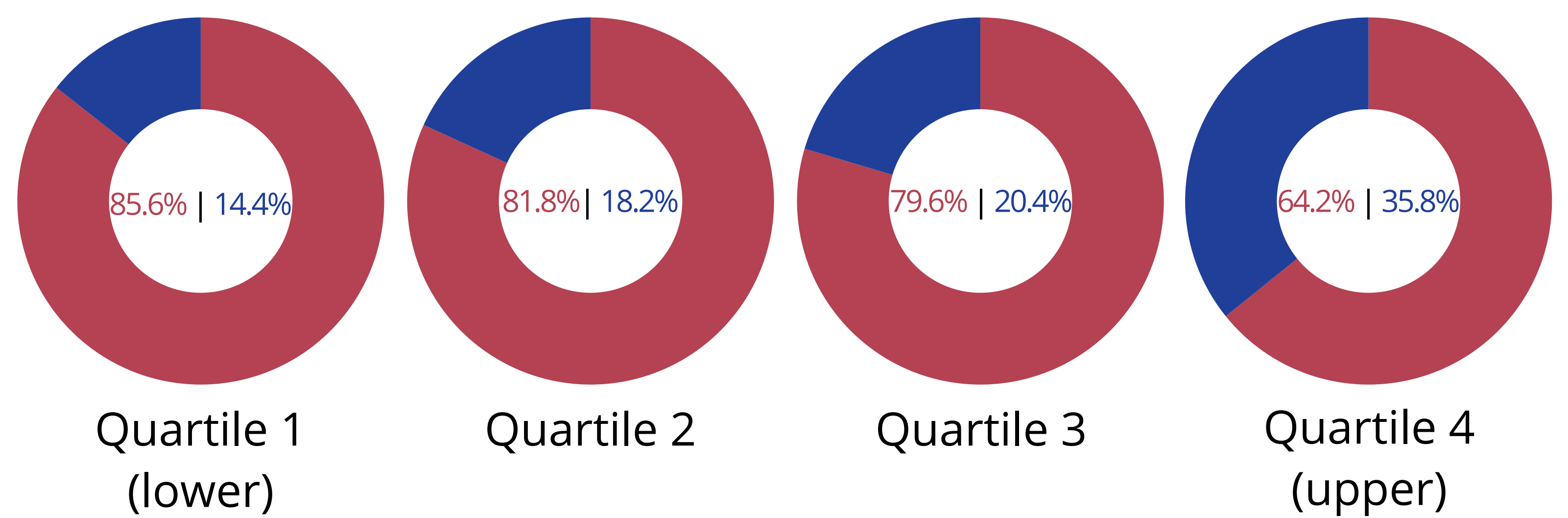
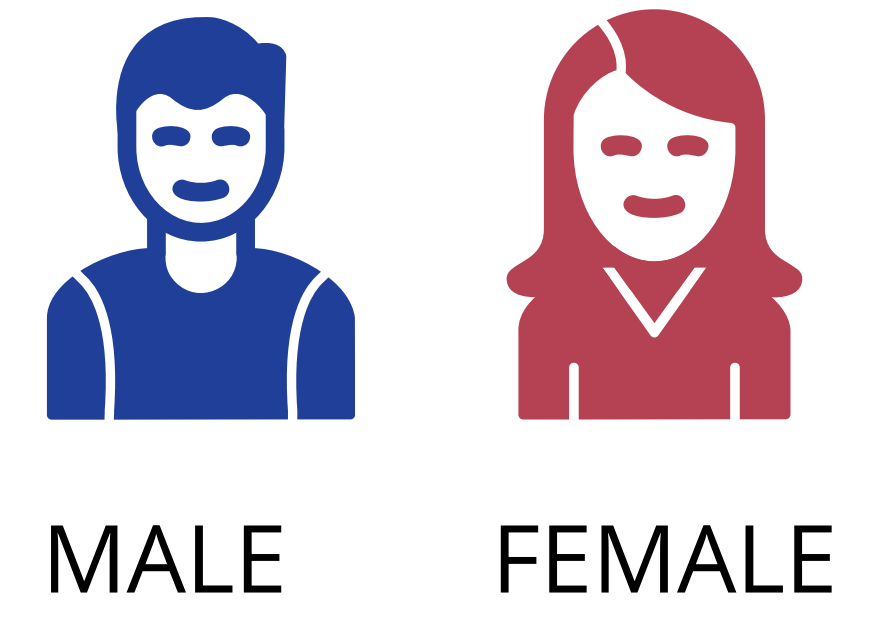
### DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is <b>16% lower</b> than men's	Women's median hourly rate is <b>35.9% lower</b> than men's

When comparing mean hourly rates, women earn **84p for every £1** men earn  
 When comparing median hourly rates, women earn **64.1p for every £1** men earn

## PAY QUANTILES

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



Proportion of male and female staff in quartiles

## A message from **Alan Gray**, CEO of Alban Academies Trust

The Alban Academies Trust is pleased to share our gender pay gap data for 2023.

Our multi-academy trust is made up of three secondary, one infants' and nursery, one junior, one primary and nursery and one primary school within Hertfordshire.

As a 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. In addition, we regularly benchmark with other local schools.

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

As reflected across the wider education sector, we continue to employ more women than men and 78% of our 2023 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

*Alan 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