



AMBITIONS

Academies Trust

AMBITIONS ACADEMIES TRUST GENDER PAY GAP REPORT 31ST MARCH 2020

Ambitions Academies Trust is committed to providing an outstanding education across all sectors – primary, secondary and special. We ensure all our pupils and young people are given a broad and balanced education which prepares them well for success in their future lives.

In order to deliver our vision, “*Outstanding for All*”, Ambitions Academies Trust supports staff by providing professional development, challenge and support to deliver the education and service our pupils and stakeholders deserve.

As an employer with over 250 employees Ambitions Academies Trust is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We are committed to working towards narrowing any gap to ensure our staff feel valued.

The difference between the Gender Pay Gap and Unequal Pay:

Gender Pay Gap - The gender pay gap is a measure of the difference between men and women’s average earnings across an organisation. There may be a gender pay gap if a majority of men are in high-paying jobs, despite paying male and female staff the same amount for the same or similar roles.

Unequal Pay – this refers to the pay differences between two individuals or a group of workers carrying out the same or comparable work. Under the Equal Pay Act 1970 it is unlawful to pay people unequally because they are a man or a woman. Unequal pay is linked to sex discrimination in pay and may be a contributing factor to the gender pay gap.

Results of our Gender Pay Gap Reporting:

At the time of the snapshot date of 31st March 2019, Ambitions Academies Trust employed:

		2019	2018	2017
• Number of males employed	-	164	127	105
• Number of females employed	-	556	410	356
• Total Number employed	-	720	537	461

Mean and Median Gender Pay Gap:

The gender pay gap between males and females at Ambitions Academies Trust based on an hourly pay rate is:

		2019	2018	2017
• Difference in mean pay between male and female employees:	-	15.77%	18.11%	38.2%
• Difference in median pay between male and female employees:	-	19.33%	29.30%	13.0%

The mean gender pay gap shows the percentage difference in average hourly rates of pay between males and females.

The median gender pay gap shows the percentage difference in average hourly rates of pay between males and females at the mid-point of the pay scales. To illustrate how this works, imagine that all male employees and all female employees are lined up in their respective groups starting with the lowest hourly paid employee to the highest hourly paid employee. The median gender pay gap is the difference between the hourly pay rate of males and females who appear in the middle of the lines.

In Ambitions Academies Trust, women's mean hourly rate is 15.77% lower than men's mean hourly wage. This gap has been reduced by 2.34% from the 2018 result and 22.43% since gender pay gap reporting was introduced in 2017.

The median hourly wage is 19.33% lower than men's median hourly wage. Women earn 81p for every £1.00 that men earn when comparing the median hourly wage. This is an improvement of 10p per hour on 2017 data.

Bonus Gender Pay Gap:

Ambitions Academies Trust have made no bonus payments in this period.

- Difference in mean bonus pay: nil
- Difference in median bonus pay: nil

Gender Pay Gap Reporting by Quartile:

		Number in sample			Proportion in sample	
		Male	Female	Total	Male	Female
Lower quartile	2019	26	154	180	14.44%	85.56%
	2018	16	118	134	11.94%	88.06%
	2017	13	102	115	11.30%	88.70%
Lower middle quartile	2019	40	140	180	22.22%	77.78%
	2018	34	100	134	25.37%	74.63%
	2017	25	90	115	21.74%	78.26%
Upper middle quartile	2019	50	130	180	27.78%	72.22%

	2018	39	95	134	29.10%	70.90%
	2017	31	84	115	26.95%	73.04%
Upper quartile	2019	48	132	180	26.67%	73.33%
	2018	38	97	135	28.15%	71.85%
	2017	36	80	116	31.03%	68.97%

Women occupy 85.56% of the lowest paid jobs and 73.33% of the highest paid jobs at Ambitions Academies Trust. The number of men working in the lowest paid jobs has increased slightly by 2.5% on 2018 and 3.14% since 2017 whilst there is a slight decline in men working in the highest paid jobs. This has decreased by 4.36% since 2017.

Salaries at Ambitions Academies Trust are based on the Teachers Pay & Conditions Document for teachers and National Joint Pay Scales for Local Authorities for support staff. Ambitions Academies Trust pays salaries based on the job role and not the post holder thereby removing gender and other personal characteristics relating to individuals.

Ambitions Academies Trust's recruitment process is anonymised to ensure that the best candidates are shortlisted and the focus is on the skills of the individual and their ability to undertake the role, not their gender.

Female representation within the Ambitions Academies Trust workforce can be evidenced through:

- the ratio of males : females amongst the Executive Team. This is 3:4 and consists of staff members from both pay scales.
- the ratio of males : females amongst our Principals. This is 6:5.

The workforce is represented by 33.9% teachers (297) and 66.1% support staff (568).

The lower quartiles are predominantly represented by female workers in support roles such as teaching assistants, administration staff, cooks, etc. who work term time only. Term time working tends to attract more female than male applicants.

Ambitions Academies Trust encourages all staff to progress their career opportunities within the Trust. Work is ongoing to develop career progression pathways for staff. Examples of this include:

- teaching assistants undertaking teacher training programmes within the organisation; administration and finance staff joining senior management teams within the academies and at central offices.
- the introduction of the job evaluation process established to support and ensure that there is a method for determining a transparent process for identifying the appropriate pay and salary grades.

Ambitions Academies Trust published data can be found online at:

- <http://www.ambitions-academies.co.uk>
- www.gov.uk – gender pay gap website.

For further information on the gender pay gap go to: <http://www.acas.org.uk/genderpay>