



**AMBITIONS ACADEMIES TRUST
GENDER PAY GAP REPORT
Snapshot date: 31st March 2022**

Ambitions Academies Trust is committed to providing an outstanding education to all its pupils across all sectors – primary, secondary and special.

In order to deliver Ambitions Academies Trust's vision, "Outstanding for All", staff are supported through providing professional development, challenge and support to deliver the education and service 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. It is committed to working towards narrowing any pay gap to ensure all 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 the 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 AAT's Gender Pay Gap Reporting:

At the time of the snapshot date of 31st March 2022, Ambitions Academies Trust employed:

	2022	2021	2020	2019	2018	2017
No. of males employed	260	247	227	164	127	105
No. of females employed	766	741	695	556	410	356
Total number employed	1026	988	922	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:

	2022	2021	2020	2019	2018	2017
Difference in mean pay between male and female employees	18.13%	18.84%	23.08%	15.77%	18.11%	38.2%
Difference in median pay between male and female employees	23.23%	26.89%	44.18%	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.

In Ambitions Academies Trust, the mean pay rate is 18.13%. This gap has decreased by 0.71% on the 2021 result but is still lower by 20.07% since gender pay gap reporting was introduced in 2017. The median pay gap is 23.23% which has decreased by 3.66% on 2021 result but an increase of 10.23% on 2017.

Bonus Gender Pay Gap:

Ambitions Academies Trust made a one-off payment to all individuals on a teaching contract in November 2021. The number of staff members who received this one-off payment split by gender can be seen below

	2022
No. of males employed	124
No. of females employed	280
Total number employed	404

Mean and Median Gender Bonus Pay Gap

The gender bonus pay gap between males and females at Ambitions Academies Trust is:

	2022
Difference in mean bonus pay between male and female employees	13.67%
Difference in median bonus pay between male and female employees	12.62%

The mean gender bonus pay gap shows the percentage difference in average bonus payments between males and females.

The median gender bonus pay gap shows the percentage difference in average bonus payments at the mid-point of the bonus payments.

Gender Pay Gap Reporting by Quartile:

			2022	2021	2020	2019	2018	2017
Lower Quartile	Number in Sample	Male	49	39	80	26	16	13
		Female	206	208	151	154	118	102
		Total	255	247	231	180	134	115
	Proportion in Sample	Male	19.22%	15.79%	34.63%	14.44%	11.94%	11.30%
		Female	80.78%	84.21%	65.37%	85.56%	88.06%	88.70%
Lower Middle Quartile	Number in Sample	Male	49	48	67	40	34	25
		Female	208	199	163	140	100	90
		Total	257	247	230	180	134	115
	Proportion in Sample	Male	19.07%	19.43%	29.13%	22.22%	25.37%	21.74%
		Female	80.93%	80.57%	70.87%	77.78%	74.63%	78.26%
Upper Middle Quartile	Number in Sample	Male	68	70	46	50	39	31
		Female	189	177	185	130	95	84
		Total	257	247	231	180	134	115
	Proportion in Sample	Male	26.46%	28.34%	19.91%	27.78%	29.10%	26.95%
		Female	73.54%	71.66%	80.09%	72.22%	70.90%	73.04%
Upper Quartile	Number in Sample	Male	94	90	34	48	38	36
		Female	163	157	196	132	97	80
		Total	257	247	230	180	135	116
	Proportion in Sample	Male	36.58%	36.44%	14.78%	26.67%	28.15%	31.03%
		Female	63.42%	63.56%	85.22%	73.33%	71.85%	68.97%

Women occupy 80.78% of the lowest paid jobs and 63.42% of the highest paid jobs at Ambitions Academies Trust. The past year has seen an increase in men working in the lowest paid jobs. This has increased by 3.43% on last year and an increase of 7.92% since 2017.

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.

Female representation within the Ambitions Academies Trust workforce:

- the ratio of males/females amongst the Executive Team. This is 4/4 and consists of staff members from both pay scales. The CEO is female.
- the ratio of males/females amongst our Principals. This equates to 7/8.

Actions to reduce the gender pay gap and improve gender equality:

Recruitment:

Ambitions Academies recruitment process has been anonymised to ensure the best candidates are shortlisted with the focus on appointing the candidate who has the right skill set for the role they are applying to undertake and not based on gender. In addition, the use of structured interviews whereby all candidates are asked the same questions in a predetermined order and format are used. The responses to these are assessed against a set criterion. Where tasks are also included in the interview process, these too, are assessed against a set criterion.

Salaries:

Salaries at Ambitions Academies Trust are aligned to the Teachers Pay & Conditions Document for Teachers and the National Joint Pay Scales for Local Government Services for all support staff. Staff progress through the relevant pay scales based on incremental progression eligibility thereby ensuring earnings are determined irrespective of gender.

A catalogue of job roles and their salary ranges have been developed for support staff to ensure equity across Trust academies. All new job roles are job evaluated to ensure a fair, equitable pay range is set before the new roles are introduced.

Flexible working arrangements:

Ambitions Academies Trust recognise staff have commitments outside of work and support staff, wherever possible, with flexible working arrangements which meet the needs of both staff and the ability to deliver the service to its pupils. Examples include:

- changes to working patterns on return from maternity/paternity leave,
- flexible working initiatives which have developed and continue where possible since Covid lockdown. This includes home working, changes to working patterns, online meetings, etc.

CPD Opportunities:

Ambitions Academies Trust encourage all staff to progress their career opportunities within the Trust. Work continues on developing career progression pathways for staff. Examples of this include:

- Teaching assistants undertaking teacher training programmes within the organisation; administration, finance and HR staff joining senior management teams within the academies and at central offices.
- The development of apprenticeship routes at all levels of the organisation. A programme of apprenticeships for staff has been rolled out and includes both teaching staff and support staff at all levels.

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>