



AMBITIONS ACADEMIES TRUST GENDER PAY GAP REPORT Snapshot date: 31st March 2023

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

As a MAT we recognise that the single, most important resource we have is our people. They make our vision a reality through their day-to-day work. By our people we mean every person that works for one of our schools, irrespective of their role, grade or contract type.

The Trust is committed to keeping our people at the heart of everything that we do by promoting a culture where all feel valued, supported and inspired. It is well documented that the Education Sector has faced many challenges over the past few years, not least operating within the pandemic, national shortages of education staff particularly within key subject fields but also a decline of people entering the profession. It has been further compounded that pay across all roles along with Work life balance has meant that staff are choosing to leave the profession altogether.

The Trust, mindful of these challenges is committed to facing these head on with a three-year HR Strategy that has a clear vision to drive Ambitions Academies Trust's agenda in becoming an "Employer of Choice". The three key areas the Trust will focus on are;

- Harness and retain the current workforce through defined career-paths, delivering high quality continuous professional development (CPD) whilst ensuring that all employees have equal opportunity to grow and develop their careers within AAT
- Ensure that our people from their onboarding experience and beyond, work in an environment where they are inspired to give their best every day. Where they feel heard, valued and motivated thereby creating a positive employee experience.
- Attract new talent to meet our recruitment challenges by promoting Ambitions Academy Trust as a positive, engaging and rewarding place to work.

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 2023, Ambitions Academies Trust employed:

	2023	2022	2021	2020	2019	2018	2017
No. of males employed	271	260	247	227	164	127	105
No. of females employed	782	766	741	695	556	410	356
Total number employed	1053	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:

	2023	2022	2021	2020	2019	2018	2017
Difference in mean pay between male and female employees	18.24%	18.13%	18.84%	23.08%	15.77%	18.11%	38.2%
Difference in median pay between male and female employees	27.69%	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 gap is 18.24%. The mean hourly rate for men is £21.05 compared to £17.21 for women. This gap has increased by 0.11% on the 2022 result but is still lower by 19.96% since gender pay gap reporting was introduced in 2017. The median pay gap is 27.69% which has increased by 4.46% on 2022 result and is an increase of 14.69% on 2017. The median pay for men is £17.59 against £12.72 for women.

In 2023 we have also analysed the gender pay gap between male and female support staff and teaching staff.

Teaching Staff	2023	Support Staff	2023
Difference in mean pay between male and female employees	3.18% (Male: £27.03) (Female: £26.17)	Difference in mean pay between male and female employees	9.74% (Male: £13.86) (Female: £12.51)
Difference in median pay between male and female employees	1.27% (Male: £26.08) (Female: £25.75)	Difference in median pay between male and female employees	1.75% (Male: £12.02) (Female: £11.81)

Gender Pay Gap Reporting by Quartile:

			2023	2022	2021	2020	2019	2018	2017
Lower Quartile	Number in Sample	Male	47	49	39	80	26	16	13
		Female	217	206	208	151	154	118	102
		Total	264	255	247	231	180	134	115
	Proportion in Sample	Male	17.8%	19.22%	15.79%	34.63%	14.44%	11.94%	11.30%
		Female	82.2%	80.78%	84.21%	65.37%	85.56%	88.06%	88.70%
Lower Middle Quartile	Number in Sample	Male	44	49	48	67	40	34	25
		Female	219	208	199	163	140	100	90
		Total	263	257	247	230	180	134	115
	Proportion in Sample	Male	16.73%	19.07%	19.43%	29.13%	22.22%	25.37%	21.74%
		Female	83.27%	80.93%	80.57%	70.87%	77.78%	74.63%	78.26%
Upper Middle Quartile	Number in Sample	Male	85	68	70	46	50	39	31
		Female	178	189	177	185	130	95	84
		Total	263	257	247	231	180	134	115
	Proportion in Sample	Male	32.32%	26.46%	28.34%	19.91%	27.78%	29.10%	26.95%
		Female	67.68%	73.54%	71.66%	80.09%	72.22%	70.90%	73.04%
Upper Quartile	Number in Sample	Male	95	94	90	34	48	38	36
		Female	168	163	157	196	132	97	80
		Total	263	257	247	230	180	135	116
	Proportion in Sample	Male	36.12%	36.58%	36.44%	14.78%	26.67%	28.15%	31.03%
		Female	63.88%	63.42%	63.56%	85.22%	73.33%	71.85%	68.97%

Women occupy 82.2% of the lowest paid jobs and 63.88% of the highest paid jobs at Ambitions Academies Trust. The past year has seen a decrease in men working in the lower and lower middle quartiles and an increase of 5.86% in the upper middle quartile. Overall, there is no significant change in the percentage of men and women working within the Trust. However, there is a shift of more men in the upper middle quartile than seen in previous years.

The lower quartiles are predominantly represented by female employees in support roles such as teaching assistants, administration staff, cooks, etc. These employees' contracts are predominantly 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 equates to 7/8.

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

Recruitment:

To enhance the current recruitment processes and procedures Ambitions Academies Trust has invested in an applicant tracking system - My New Term. This system enables the Trust to analyse recruitment data, remain compliant with Keeping Children Safe in Education as well as providing a platform to promote and monitor equal opportunities. Ambitions Academies Trust continues to use structured interviews whereby all candidate responses are assessed against a set criterion. Where tasks are also included in the interview process, these too, are assessed against a set criterion. Furthermore, the panel for recruitment remains the same for an individual post.

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 roles are job evaluated to ensure a fair, equitable pay range is set before the new roles are introduced.

Work has begun to create the same for all teaching roles and will be completed during 2023-24.

Flexible working arrangements:

Ambitions Academies Trust actively promotes wellbeing and work-life balance. All reasonable efforts are made to honour flexible working requests which meet the needs of staff, the academies and Trust.

Examples include:

- changes to working patterns on return from maternity/paternity leave,
- flexible working initiatives which have developed and continue where possible since the pandemic lockdown.

Since the pandemic we have seen an increase in flexible working requests. Ambitions Academies Trust ability to offer flexible working is becoming increasingly important as other organisations are now offering greater flexibility. This has meant that the offering of term time working is less attractive when other organisations are offering full time hybrid/flexible working that can fit around child care.

CPD Opportunities:

Ambitions Academies Trust encourages all staff to pursue career development opportunities. Work continues on developing career pathways for all staff.

Examples of this include:

- Teaching assistants undertaking teacher training programmes.
- Talent programmes for aspiring leaders.
- Apprenticeship opportunities for all staff ranging from Level 2 to Level 7 qualifications.

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>

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