



## The Athelstan Trust

### Gender Pay Gap Report 2020

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, The Athelstan Trust is required to report annually on gender pay gaps within the organisation.

From sample data as at 31 March 2020, the results of the statutory calculations for the Trust are as follows:

**Mean gender pay gap**                      **29.29%**                      **(2019: 32.63%)**

*The mean hourly rate for male employees is higher than the mean hourly rate for female employees.*

**Median gender pay gap**                      **46.77%**                      **(2019: 49.95%)**

*The median hourly rate for male employees is higher than the median hourly rate for female employees.*

#### Pay Quartiles by gender

*Proportion of male employees and female employees in each quartile pay band.*

Quartile	Male	Female
Lower	<b>9.1%</b> <b>(2019: 6.4%)</b>	<b>90.9%</b> <b>(2019: 93.6%)</b>
Lower middle	<b>18.4%</b> <b>(2019: 13.8%)</b>	<b>81.6%</b> <b>(2019: 86.2%)</b>
Upper middle	<b>33.3%</b> <b>(2019: 36.2%)</b>	<b>66.7%</b> <b>(2019: 63.8%)</b>
Upper	<b>40.8%</b> <b>(2019: 43.0%)</b>	<b>59.2%</b> <b>(2019: 57.0%)</b>

These figures have been prepared in accordance with the methodology set out in the legislation.

The bonus gender pay gap indicators are not applicable to the Athelstan Trust.

The Athelstan Trust is committed to providing equal opportunities and equal treatment for all employees regardless of gender. The Trust has clear written policies on pay and progression which do not differentiate between males and females as there is a set pay scale for each role. The Trustees are therefore confident that the reason for the gender pay gap is due to the roles in which men and women work within the Trust and the salaries that these roles attract.

The nature of the roles which fall within quartiles 1 and 2, such as cleaners, catering assistants and teaching assistants, are mainly part time and appear to be more appealing to females. Both the mean and median gender pay gap have reduced this year across the trust due to additional male staff being recruited within quartiles 1 and 2 and additional female staff being recruited within quartiles 3 and 4. The reduction in the mean and median gender pay gap is reflected across all three schools apart from The Dean Academy who have seen an increase in the median gender pay gap.

Malmesbury School is a PFI school and therefore does not employ cleaners and catering assistants. Consequently, the gender pay gap results for Malmesbury School alone differs from the other two schools within the Trust. The Dean Academy and Bradon Forest School have very similar gender pay gap results.

An additional 19 staff were employed as at 31 March 2020 with 17 of these staff working less than 32 hours a week.

The Board of Trustees has reviewed the results of the Trust and recognises the need to reduce the gender pay gap as far as possible.