



The Athelstan Trust

Gender Pay Gap Report 2021

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 2021, the results of the statutory calculations for the Trust are as follows:

Mean gender pay gap **28.27%** **(2020: 29.29%)**

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

Median gender pay gap **45.29%** **(2020: 46.77%)**

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	12.7% (2020: 9.1%)	87.3% (2020: 90.9%)
Lower middle	16.8% (2020: 18.4%)	83.2% (2020: 81.6%)
Upper middle	28.0% (2020: 33.3%)	72.0% (2020: 66.7%)
Upper	42.0% (2020: 40.8%)	58.0% (2020: 59.2%)

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 schools with a comparative, apart from The Dean Academy which has increased slightly.

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 differ from the other schools within the Trust. Schools with employed cleaners and catering assistants have much higher median gender pay gaps.

Due to an additional school joining the Trust during the year, there were 80 more staff employed as at 31 March 2021 with 50 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.