



The Athelstan Trust

Gender Pay Gap Report 2023

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 2023, the results of the statutory calculations for the Trust are as follows:

Mean gender pay gap **24.42%** (2022: 24.31%)

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

Median gender pay gap **36.84%** (2022: 34.63%)

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	10.9% (2022: 12.5%)	89.1% (2022: 87.5%)
Lower middle	22.3% (2022: 22.2%)	77.7% (2022: 77.8%)
Upper middle	29.7% (2022: 24.3%)	70.3% (2022: 75.7%)
Upper	42.5% (2022: 48.2%)	57.5% (2022: 51.9%)

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.

Both the mean and median gender pay gap have increased this year. This is primarily driven by the results at The Dean Academy, with the mean increasing from 32.39% to 36.74%. The mean decreased slightly across the remaining schools, resulting in an increased gender pay gap at Trust level. The workforce at The Dean is 76% female, which grew by 16% in the year ending 31 March 2023. There are a relatively small number of males, many of which are in higher-paid roles; 64% of males within The Dean are in teaching posts, compared with 30% of females. Whilst in absolute terms there are more female teachers than males (24 females vs 16 males), the high level of female representation across the lower-middle (92%) and lower (96%) quartiles results in lower average pay for females. 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. This also contributes to the high median pay gap at The Dean; at 55.76% this is the highest across the Trust, compared to 50.3% in 2022.

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.