

Gender Pay Gap Report – March 2023

In accordance with guidance provided by ACAS the Trust has calculated the following gender pay gap measures in respect of the March 2023 payroll.

The Trust recognises that the lower and lower middle quartile of pay rates are occupied predominantly by females. In order to address this situation the Trust will implement the process outlined below as a means of enabling staff, in particular those in lower paid jobs, to recognise and develop their full potential.

The mean gender pay gap for the Trust has been calculated as **34.5%**. (National benchmark for the school sector in 2022 was 17.9%)

The mean gender pay gap is the difference between the mean hourly rate that male employees receive (£27.26) compared to the mean hourly rate that female employees receive (£17.86).

The median gender pay gap for the Trust has been calculated as **51.6%**. (National benchmark for the school sector in 2022 was 27.6%)

The median gender pay gap is the difference between the middle of the distribution in the hourly earnings of men and women (the middle being when half men/women earn more and half less than the median). The median hourly rate that male employees receive @ £25.10 compared to the median hourly rate of pay that female employees receive @ £12.14.

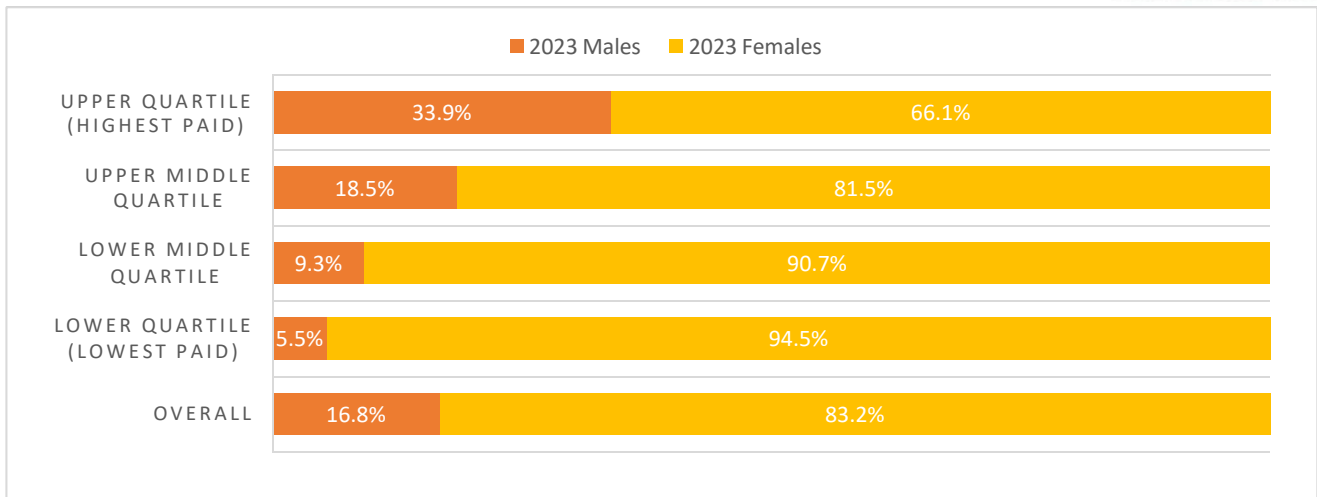
Based on the March 2023 data, there were 434 relevant employees, 17% male and 83% female staff. The Trust has calculated the proportion of males and females in four quartile pay bands by dividing the workforce into four equal parts, as follows:

In the lower and lower middle quartiles there is a significantly higher proportion of women than men, with a higher proportion of women employed in non-teaching support roles which dominate the lower pay ranges, such as midday supervisor, cleaning, Nursery and teaching assistant roles.

In the upper and upper middle quartiles there is a high proportion of female staff, showing that female staff are well represented in senior teaching, leadership and management roles.

As at 31st March 2023, female staff account for 66% of upper quartile staff and 82% of upper middle quartile staff, and 12 of the highest 20 paid staff within the Trust are female.

	Aurora March 2023		National Primary education		National Secondary education	
	Males	Females	Males	Females	Males	Females
Upper quartile (Highest paid)	33.9%	66.1%	16.0%	84.0%	39.7%	60.3%
Upper middle quartile	18.5%	81.5%	12.0%	88.0%	32.7%	67.3%
Lower middle quartile	9.3%	90.7%	7.0%	93.0%	26.6%	73.4%
Lower quartile (Lowest paid)	5.5%	94.5%	5.2%	94.8%	22.0%	78.0%
Overall	16.8%	83.2%	11.2%	88.8%	43.4%	56.6%



The Trust did not pay any bonuses and so cannot report any gender pay gap in respect of any bonuses paid to employees.

Supporting Statement

Whilst the gender pay gap is higher than average, Aurora Academies Trust is confident that the gender pay gap reported is not an equal pay issue, our pay policy which we follow ensures decisions are gender neutral and that decisions about staff pay are open, transparent and fair. We use pay scales based on the nationally agreed School Teachers Pay and Conditions Document and for support staff the National Joint Council or relevant Local Authority pay scales.

The Trust has considered the report outcomes and will continue to review actions to try and minimise any gender pay gap through the creation of more flexible working practices.