



# GENDER PAY REPORT

**2023**





## WELCOME

The Ascend Learning Trust  
(formerly The Royal Wootton Bassett  
Academy Trust) is built around **'Excellence.'**  
Together the Schools strengthen each other,  
share good practice and build capacity for  
the future.

Equality is important to us and one of our key values if to maximise the potential of each person within our community. We welcome the gender pay reporting legislation and hope that we can ensure equality for all and address the gender gap in our schools.

## BACKGROUND

**From 2017 all employers of more than 250 people have a responsibility to report on the gender Pay gap and make this information publicly available both on our website and submitted to the gender Pay site.**

Ascend Learning Trust (ALT) believes it is important to be an inclusive and diverse organisation and as part of its values it strives to ensure all reach their full potential.

The gender pay gap shows the difference in average earnings between men and women based on hourly rate and is expressed as a percentage.

As an employer we must publish six calculations showing our:

1. average gender pay gap as a mean average
2. average gender pay gap as a median average
3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.





## OUR GENDER PAY RESULTS

### PAY GAP

The mean pay for men at the ALT is **16.35%** this means women are paid **16.35%** lower than men.

The median pay difference is **26.23%**.

### BONUS PAY GAP

No members of staff were paid a bonus so the difference on both mean and median pay is **0%**.

The mean pay gap is the difference in average pay for women compared to men. The median represents the middle point of those employed at the Trust, based on the middle of all women and the middle of all men at the Trust.

### FEMALE REPRESENTATION IN ALT

We have divided our proportion of males and females into four groups ordered from lowest to highest pay. As this shows we are a female dominated employer.

However, we recognise that there are areas for development as the Upper Middle and Upper Quartile show more men have more senior roles.

## OUR GENDER PAY RESULTS



# LOWER QUARTILE



# MIDDLE QUARTILE

## OUR GENDER PAY RESULTS



# UPPER MIDDLE QUARTILE



# UPPER QUARTILE

## HOW DOES OUR GENDER PAY COMPARE?

Last year our Mean Gender Pay Gap was 27.6%, this decrease is most likely to do with schools which have joined the Trust and also as a result of a female appointment on the Executive Team.

**The figure is still relatively high which is driven by more women working in part time jobs which are paid lower by average hourly rate.**

Our Median Pay Difference is 26.23%, again this is a decrease from 40.2 the previous year.

We have an increase in the number of woman working in the middle and upper quartile, this shows that more woman are now working in higher paid roles which is a positive move.

## WHAT WE DO NOW

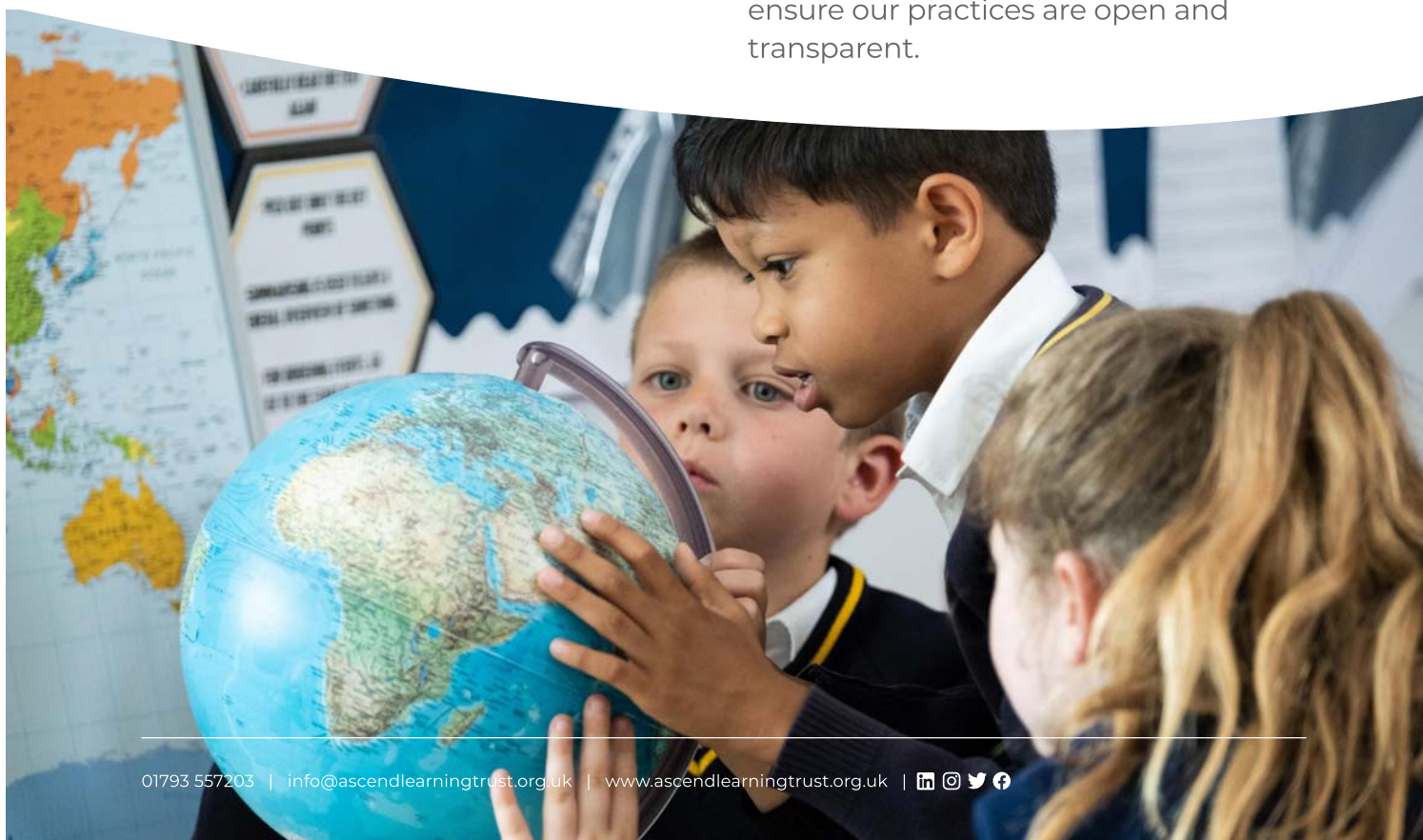
The majority of staff in the lower quartile are female and the workforce is predominantly female therefore the gap between the average hourly rate of pay and the average male hourly rate of pay will be affected.

We promote flexible working and all employees, including senior colleagues have taken advantage of this, by having senior colleagues who are championing this we are encouraging others to follow.

We have excellent CPD opportunities and all staff have the opportunity to attend Olevi courses.

We ensure diverse interview panels are made up of male and female, we also used skills based assessment alongside structured interviews to ensure we remove unconscious bias.

One of our Trustees has a Diversity role looking at all areas including recruitment and retention to ensure our practices are open and transparent.





Our pay scales are in accordance with the Teachers Pay and Conditions and NJC for support staff and staff move through the pay scales through robust performance management processes irrespective of gender. We are open and transparent about pay awards and staff know what is expected, all decisions go through managers, Headteachers and Trustees to ensure a balanced decision made of factual information is made.

## **PLANS FOR IMPROVEMENT**

We are committed to addressing the gender pay gap and will be approaching this in a number of ways including reviewing recruitment processes; flexible working arrangements; and decisions around our annual performance, pay scales and pay awards.

### **What can we do?**

- Encourage more women into CPD leadership training
- Ensure diversity by shortlisting, where appropriate, at least one female for interviews
- Encourage, where appropriate, flexible working practices

**I confirm that the above information which has been prepared from our snapshot date of 31st March 2022 is correct.**

**George Croxford | CEO**





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