



Gender Pay Gap Reporting Statement
March 2025

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, any school or trust with 250 or more employees on a specific date each year (known as the 'snapshot' date) must publish a gender pay gap statement on their website, which includes specific information about how both males and females are paid at their school. In MATs, it is the responsibility of the trust to publish the data for all its academies.

Gender pay gap reporting statement

Employee overview

Our gender pay gap information is based on the total number of male and female full-pay employees. This is as follows:

Gender	Total number of full-pay employees
Male	62
Female	194

Mean and median information

The table below shows the difference in hourly and bonus pay between our male and female full-pay employees.

	Mean gender pay gap in hourly pay (+/-)	Median gender pay gap in hourly pay (+/-)	Difference in mean bonus pay (+/-)	Difference in median bonus pay (+/-)
Difference in pay for female employees	-22.95%	-39.41%	NA	NA

Proportion of employees receiving bonuses

The table below shows the total number of male and female employees receiving bonuses, alongside the percentage as a total of either female or male employees.

Gender	Total number of employees receiving bonuses	Proportion of employees receiving bonuses
Male	0	0
Female	0	0

Quartile information

The table below shows the number of male and female employees in each quartile pay band, alongside the percentage of male and female employees comprising each quartile.

	Gender	Number of Employees in each quartile pay band	Proportion of employees in each quartile pay band
Upper Quartile	Male	24	37.5%
	Female	40	62.5%
Upper Middle Quartile	Male	16	25%
	Female	48	75%
Lower Middle Quartile	Male	12	18.75%
	Female	52	81.25%
Lower Quartile	Male	8	12.69%
	Female	55	87.31%

What are we doing about our Gender Pay Gap?

The information collated above represents the first occasion that Aspire Schools Trust has completed a full gender pay gap analysis and Trustees are now working to understand the factors causing the gap. A subsequent action plan will be created and shared on our website.