

GENDER PAY GAP REPORT

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, Archway Learning Trust is required to measure and report on the gender pay gap in the organization. The Trust is a public body and has a data capture date of 31st March in each year.

As at 31st March 2017 Archway Learning Trust included two academies – one secondary and one all-through academy, educating approximately 2718 students. This Gender Pay Gap report is based on data as at 31st March 2017. At that time the Trust employed 484 staff, of which 334 were female and 150 were male.

We have carried out calculations as per the Regulations that show the difference between the average earnings of men and women in our organization. The results for the statutory calculations are:

1. **The Mean Gender Pay Gap**

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 7.6%.

2. **The Median Gender Pay Gap**

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 2.8%.

The Trust has not paid any bonus payments over the period 1st April 2016 to 31st March 2017 and therefore there is no requirement to report on the measures related to bonus payments.

The proportion of males and females in each quarter pay band:

	Males	Females
Upper Pay Band	33.9%	66.1%
Mid Upper Pay Band	30.6%	69.4%
Mid Lower Pay Band	35.5%	64.5%
Lower Pay Band	24.0%	76.0%

Supporting Statement and Narrative

Archway Learning trust operates as an equal opportunities employer, and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management or any other staffing related matters.

We recognise that our gender pay gap is positive however we are passionate about equality and inclusion and thus strive to create flexible opportunities for all staff focusing on quality CPD and career development opportunities. These results will be used to assess:

- the levels of gender equality in our workplace;
- the balance of male and female employees at different levels;
- how effectively talent is being maximized and rewarded

Sian Hampton, CEO, February 2018