

GENDER PAY GAP 2023

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PAY DATA

DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 18% lower than men's	Women's median hourly rate is 30.4% lower than men's

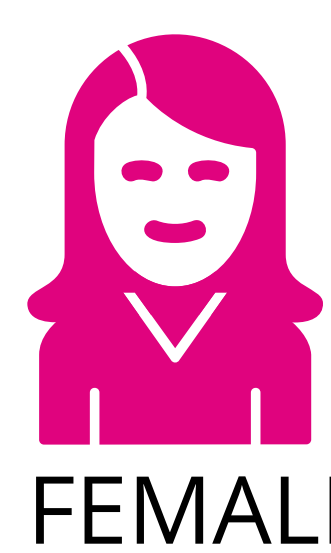
When comparing mean hourly rates, women earn **82p for every £1** men earn

When comparing median hourly rates, women earn **60.6p for every £1** men earn

PAY QUARTILES

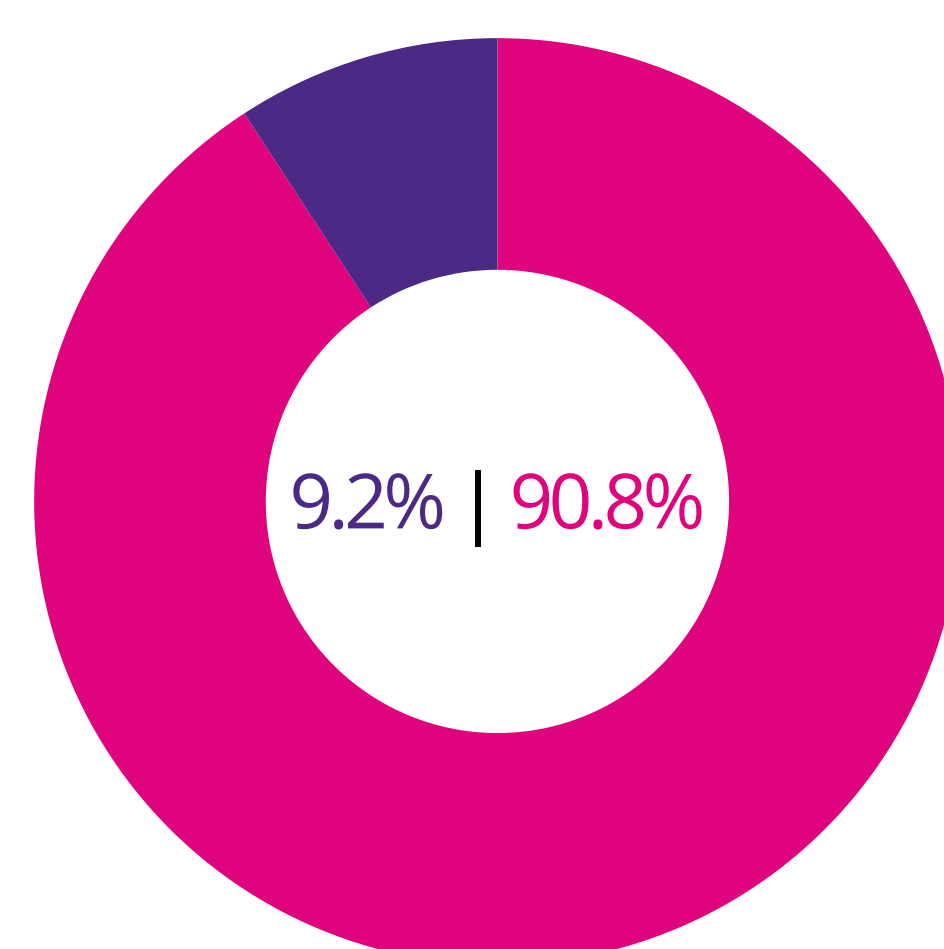


MALE

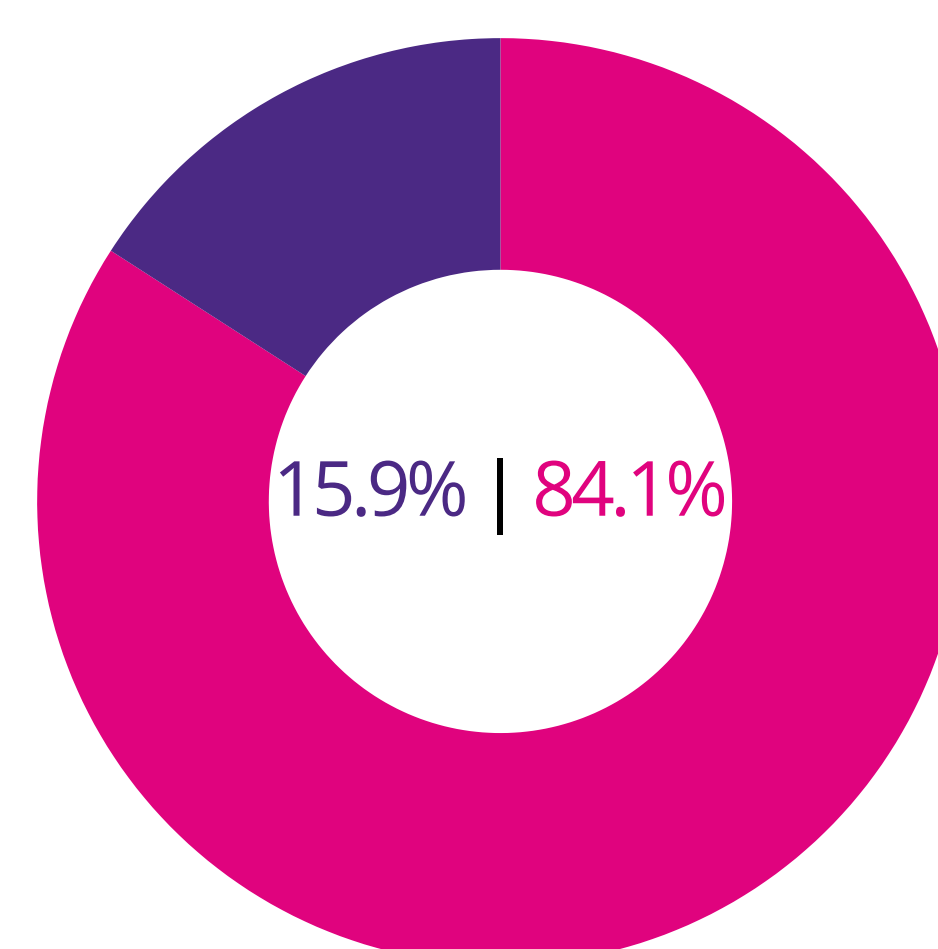


FEMALE

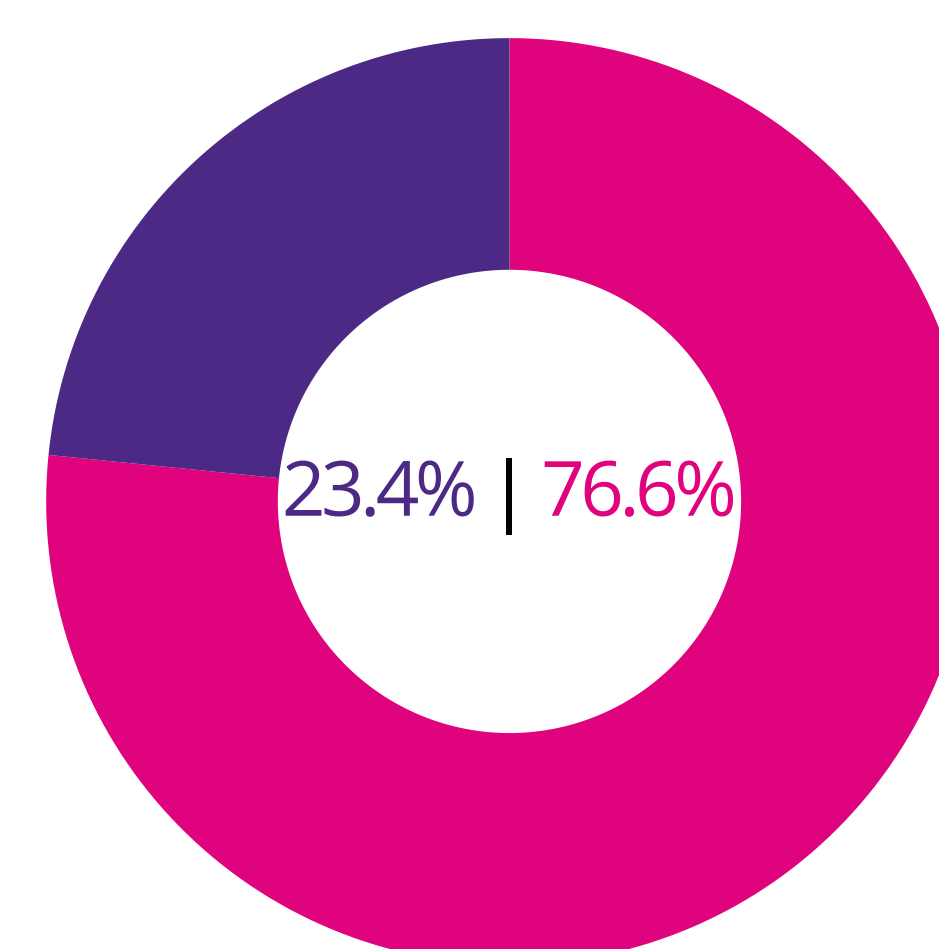
The image below shows the gender distribution at Abingdon Learning Trust when colleagues are placed into four equally sized quartiles based on pay



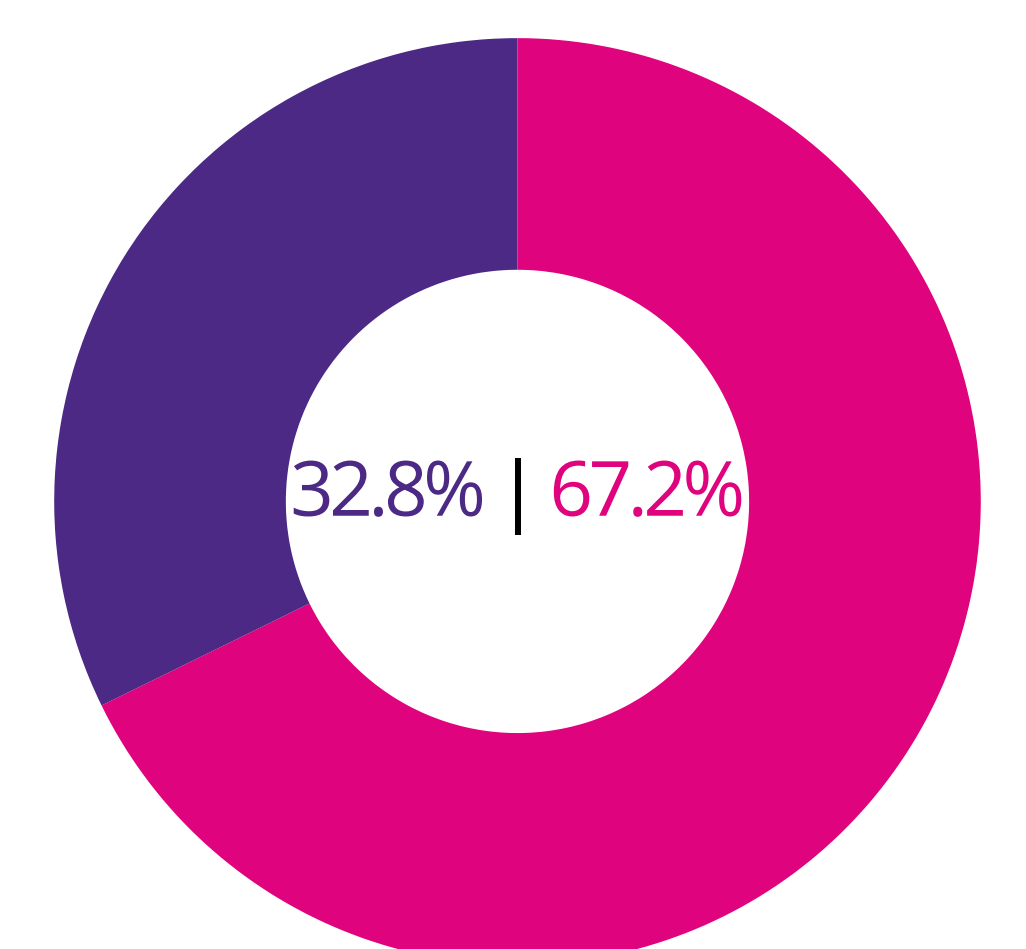
Quartile 1
(lower)



Quartile 2



Quartile 3



Quartile 4
(upper)

Abingdon Learning Trust

Gender Pay Gap Report Summary

The Abingdon Learning Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment process, pay policy and professional development. All our teaching posts are aligned to nationally agreed pay scales and all other posts are aligned to Oxfordshire County Council pay rates.

Our male and female staff are paid with the same pay bands for the same job role. In common with most educational organisations Abingdon Learning Trust employs more female full-pay relevant employees than male 79% female to 21% male, and proportionately more lower quartile female employees than at higher pay quartiles. The Gender Pay Gap is a high level, nonadjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up. The overall pay gap reflects the workforce composition rather than pay inequalities.

Many roles within the trust are part-time and aligned to the schools' term times, which has a positive impact on recruitment and continuity of employment for staff. The trust will continue to offer part-time and flexible working to enable parents and carers to work part-time, contributing to the work of the trust and its children and young people, and in supporting a work-life balance.

The trust has decided not to award bonuses to any member of staff to reduce the opportunities for additional gender differentials to be introduced into its employees pay.

Annually, the trustees receive a Pay Report, and from 2022, the Gender Pay Gap report, to scrutinise how the Pay Policy is applied and its impact on the breadth of the workforce.

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Abingdon Learning Trust is required to carry out Gender Pay Gap Reporting

Dr Fiona Hammans
Chief Executive Officer
Abingdon Learning Trust