

Trust Gender Pay Gap Report 2021 -22 Reporting Year

Employee headcount 250 - 499

Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly quarter	12.7%	87.3%
Upper middle hourly pay quarter	5.7%	94.3%
Lower middle hourly pay quarter	9.4%	90.6%
Lower hourly pay quarter	2.7%	97.3%

Mean and median gender pay gap using hourly pay

Mean gender pay gap in hourly pay	15.4%
Median gender pay gap in hourly pay	24.2%

Percentage of men and women who received bonus pay

	Men	Women
Percentage of men and women who received bonus pay	0%	0%

Supporting statement

We are committed to the promotion of equal opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development.

Within our academies, we use pay scales based on School Teachers Pay and Conditions and the National Joint Council for support staff and adopted the recommended pay increases for both.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and composition.

The majority of staff are in the lower pay quartiles and our workforce is predominately female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected. The Trust believes all women and men are paid an equivalent salary for the same job role.

We support our staff with a number of family friendly provisions such as part time working, which our (predominantly female) employees, (including senior leaders) may choose to take. The majority of school-based support staff are also term time and applications are generally from women.

The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

We confirm that the above information has been prepared from our payroll data on the snap date and fairly represents the Gender Pay Gap information for Victorious Academies Trust.