

# Discovery Schools Academies Trust

## Gender Pay Gap

It is now a requirement of any employer subject to the Equality Act 2010 Regulations to publish their gender pay gap figures relating to the period March 2020.

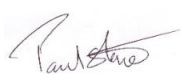
Gender Pay Gap Calculation	Percentage
Difference of hourly rate of pay - Mean	22.0%
Difference of hourly rate of pay - Median	28.6%
Difference in Bonus pay - Mean	N/A
Difference in Bonus pay - Median	N/A
Percentage of Males who received bonus pay	0%
Percentage of Females who received bonus pay	0%
Males by Upper Quartile	16.7%
Females by Upper Quartile	83.3%
Males by Upper Middle Quartile	18.8%
Females by Upper Middle Quartile	81.2%
Males by Lower Middle Quartile	6.4%
Females by Lower Middle Quartile	93.6%
Males by Lower Quartile	4.5%
Females by Lower Quartile	95.5%

*Based on 810 relevant staff*

The Trust recognises the positive median trend above, which represents the percentage of females receiving a lower hourly rate than male employees. This percentage has reduced by a further 10.6% compared with prior year which indicates the positive strides taken in order to reduce the gap during the 12 month period. This includes providing greater flexibility in working hours and providing a blended approach to working both remotely from home and from the school/office, which particularly benefits our female employees. Our Affinity Teaching Schools Alliance is also offering bespoke CPD to all female employees, including those who are planning or returning from maternity leave which supports the work the Trust has conducted on individual career development plans to support leadership opportunities and the future growth of female employees' careers within the Trust

The Trust aim to reduce this further in the coming year.

I can confirm that the above data is accurate



Paul Stone

Chief Executive Officer



**Discovery School**  
Academy Trust

