

## 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 2021.

Gender Pay Gap Calculation	Percentage
Difference of hourly rate of pay - Mean	20.3%
Difference of hourly rate of pay - Median	18.4%
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	17.4%
Females by Upper Quartile	82.6%
Males by Upper Middle Quartile	14.5%
Females by Upper Middle Quartile	85.5%
Males by Lower Middle Quartile	9.9%
Females by Lower Middle Quartile	90.1%
Males by Lower Quartile	5.2%
Females by Lower Quartile	94.8%

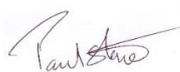
Based on 850 relevant staff

The Trust continues to recognise the positive median trend above, which represents the percentage of females receiving a lower hourly rate than male employees. Compared with data from 2019, this percentage has reduced significantly (by 20.8%), with the mean, year on year also indicating the positive strides being taken to achieve equal representation of females and male across the organisation.

Over the last 12 months we have improved monitoring of the workforce gender split and have been actively working on promoting flexible working opportunities which particularly benefits our female employees. With one of the Trust schools having Flexible Working Ambassador Schools status, we have collaborated with other trusts and schools to review practises and make improvements to advertising and recruitment processes to encourage females to higher paid roles.

The Trust has removed Performance Related Pay and altered the structures for appraisal to encourage further professional growth opportunities and career progression of females into leadership. As the Trust continues to grow, secondment opportunities are being developed to provide additional CPD and career development pathways to encourage females into leadership posts.

I can confirm that the above data is accurate



Paul Stone

Chief Executive Officer