

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 2022.

Gender Pay Gap Calculation	Percentage
Difference of hourly rate of pay - Mean	21.2%
Difference of hourly rate of pay - Median	25.4%
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	23.6%
Females by Upper Quartile	76.4%
Males by Upper Middle Quartile	23.2%
Females by Upper Middle Quartile	76.8%
Males by Lower Middle Quartile	6.0%
Females by Lower Middle Quartile	94.0%
Males by Lower Quartile	7.7%
Females by Lower Quartile	92.3%

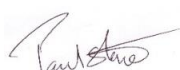
Based on 933 relevant staff

The gender pay gap is calculated by taking all employees across an organisation and comparing the average pay between men and women. Even though we follow Burgundy and Green Books, and have Nationally agreed salary ranges in place to ensure that everyone is paid fairly for undertaking the same or a similar role, it's still possible to have a gender pay gap.

We see significant fluctuations in our reported pay gap because we are a medium-sized organisation with a predominantly female workforce, so small changes in our employee profile have a significant impact. In this reporting year we welcomed two SEND schools to the Trust, employing a large proportion of males in all types of role which has influenced the data considerably and resulted in a bigger gap compared to reports from earlier years.

We continue to be proactive in our drive to lessen the pay gap but appreciate this can take time. We remain steadfast in our endeavours to make improvements: Recruitment and Retention remains a high priority area as does flexible working opportunities and secondments to increase opportunity for leadership experiences and CPD for female colleagues.

I can confirm that the above data is accurate



Paul Stone (Chief Executive Officer)



Discovery School
Academy Trust

