

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 2023.

Gender Pay Gap Calculation	Percentage
Difference of hourly rate of pay - Mean	20.3%
Difference of hourly rate of pay - Median	31.7%
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	23.5%
Females by Upper Quartile	76.5%
Males by Upper Middle Quartile	23.5%
Females by Upper Middle Quartile	76.5%
Males by Lower Middle Quartile	9.6%
Females by Lower Middle Quartile	90.4%
Males by Lower Quartile	6.5%
Females by Lower Quartile	93.5%

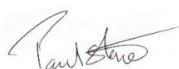
Based on 1040 relevant staff

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 continue to be proactive in our drive to lessen the pay gap, promoting equal opportunities for career advancement and have introduced better secondment opportunities for colleagues in senior leadership roles for both career advancement and CPD. We remain steadfast in our endeavours to make improvements: Recruitment and Retention remains a high priority area as does flexible working opportunities and more secondments to increase opportunity for leadership experiences and CPD for female colleagues.

The introduction of the People Strategy will be a new initiative starting Autumn 2023 with one of the five strategy themes focussing on "Developing People and Talent" with the aim to provide better career development pathways that take colleagues on a professional journey to support the development of highly skilled professionals with career aspirations.

I can confirm that the above data is accurate



Paul Stone (Chief Executive Officer)



Discovery School
Academy Trust

