

# 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 2017.

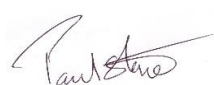
Gender Pay Gap Calculation	Percentage
Difference of hourly rate of pay - Mean	31%
Difference of hourly rate of pay - Median	44%
Difference in Bonus pay - Mean	N/A
Difference in Bonus pay - Median	N/A
Percentage of Males who received bonus pay	0%
Percentage of Females who received bonus pay	0%
Males by Upper Quartile	20%
Females by Upper Quartile	80%
Males by Upper Middle Quartile	20%
Females by Upper Middle Quartile	80%
Males by Lower Middle Quartile	3%
Females by Lower Middle Quartile	97%
Males by Lower Quartile	2%
Females by Lower Quartile	98%

*Based on 730 full pay relevant staff*

The Trust recognises the positive mean and median trend above, which represents the percentage of females receiving a lower hourly rate than male employees. We have taken great strides to reduce this gap over the last 12 months by offering flexible working conditions for those in Senior Leadership roles which has in turn attracted a higher percentage of females into higher paid roles across the Trust. Our Affinity Teaching Schools Alliance is also offering bespoke CPD to female employees who are planning or returning from maternity leave to support leadership opportunities and the future growth of their career within the Trust

The Trust are aware of other key reasons for this gap and are currently working on further initiatives to reduce this gap further in the coming years.

I can confirm that the above data is accurate



Paul Stone

Chief Executive Officer