

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 2018.

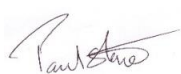
Gender Pay Gap Calculation	Percentage
Difference of hourly rate of pay - Mean	25.0%
Difference of hourly rate of pay - Median	43.2%
Difference in Bonus pay - Mean	N/A
Difference in Bonus pay - Median	N/A
Percentage of Males who received bonus pay	0%
Percentage of Females who received bonus pay	0%
Males by Upper Quartile	20.6%
Females by Upper Quartile	79.4%
Males by Upper Middle Quartile	16.6%
Females by Upper Middle Quartile	83.4%
Males by Lower Middle Quartile	7.7%
Females by Lower Middle Quartile	92.3%
Males by Lower Quartile	3.9%
Females by Lower Quartile	96.1%

Based on 720 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. These percentages have reduced by up to 6% compared with prior year which indicates the positive strides taken in order to reduce the gap during the 12 months period. This includes changes to Trust leadership structures and 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 which supports the work the Trust has conducted on individual career development plans to support leadership opportunities and the future growth of female employee's career 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

