

Aspirations Academies Trust - Gender Pay Gap Report 2025

The Gender Pay Gap is a measure of the difference between the average hourly earnings of male and female employees and should not be confused with equal pay, which the Trust has a legal obligation to guarantee to every employee. The Trust takes its responsibilities for equal pay very seriously and has in place robust policy measures to ensure that staff in equivalent roles are paid at the same rate.

The Trust has an unwavering commitment to supporting diversity in the workplace and throughout its recruitment and pay policies and processes, there are safeguards in place to ensure that every employee enjoys the equality of opportunity to pay, conditions and continued personal and professional development. In the data below, this is demonstrated by the upper quartile information which demonstrates that out of 805 female employees in total across the Trust, 62.5% are paid in the upper quartile, reflecting the number of successful female leaders and managers within the Trust. A large proportion of females continue to occupy roles in the lower and lower middle quartiles, mainly administration, catering and classroom support roles. This accounts for the mean rate of pay for female staff being 16.30% lower than for male staff (the Trust employs 305 male staff across the Trust). This is in line with the picture of the state education sector, where recruitment applications to these roles tend to be received from women.

Points 1 to 4 of this paper set out the data of the Trust for the snapshot date up to 31 March 2024.

1. Difference in pay

Mean gender pay gap: women's mean hourly rate was 16.30% lower than men's (2023: 15.1%)

Median gender pay gap: women's median hourly rate was 23.5% lower than men's' (2023 21.6%)

2. Proportion of women/men in each pay quartile

	Women 2024	Women 2023	Men 2024	Men 2024
Top quartile (highest paid)	62.5%	64.3%	37.5%	35.7%
Upper middle quartile	70.9%	69.0%	29.1%	31.0%
Lower middle quartile	75.8%	75.0%	24.2%	25.0%
Lower quartile (lowest paid)	80.9%	80.4%	19.1%	19.6%

3. Proportion of women/men paid bonus

1.1% of women were paid bonus (2023: 4.2%), 10 women in total across the Trust

0.9% of men were paid bonus (2023: 1.9%), 3 men in total across the Trust

4. Difference in bonus pay

Mean bonus pay gap: 26.6%

Median bonus pay gap: 38.5%