



Aletheia
Academies Trust

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GENDER PAY GAP REPORTING 2023

Aletheia Academies Trust are an employer required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. It does not involve publishing any data relating to an individual employee.

We are required to publish results on our own website and a government website. For 2023, this is done within one calendar year of 5th April 2023.

The results can be used to assess;

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Further information about Gender Pay reporting can be found at www.acas.org.uk/genderpay

GENDER PAY GAP 2023

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PAY DATA

DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 20.8% lower than men's	Women's median hourly rate is 35.6% lower than men's

When comparing mean hourly rates, women earn **79.2p for every £1** men earn

When comparing median hourly rates, women earn **64.4p for every £1** men earn

PAY QUANTILES

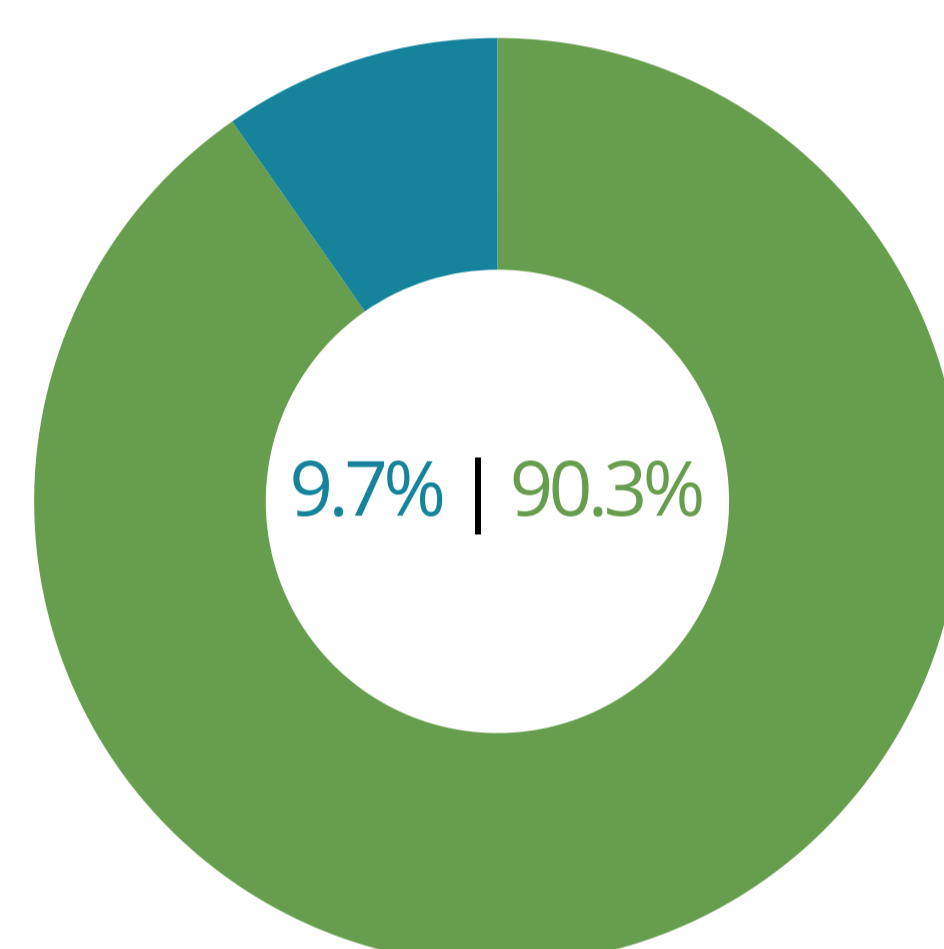


MALE

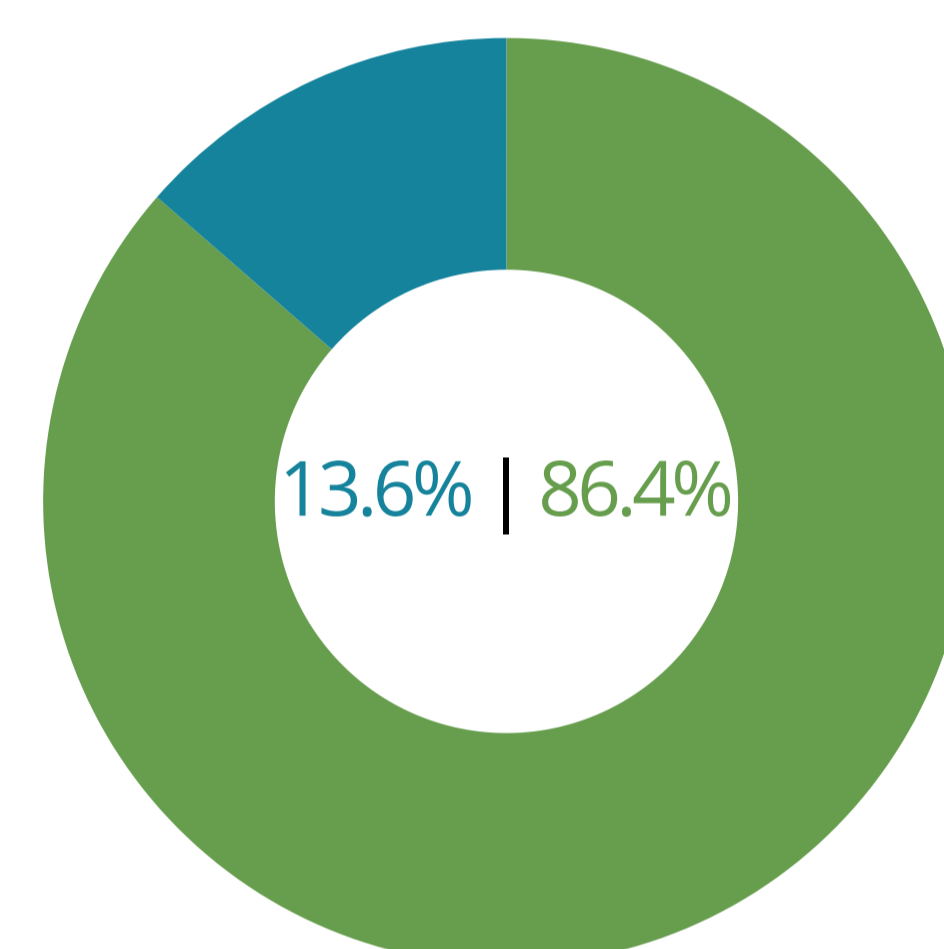


FEMALE

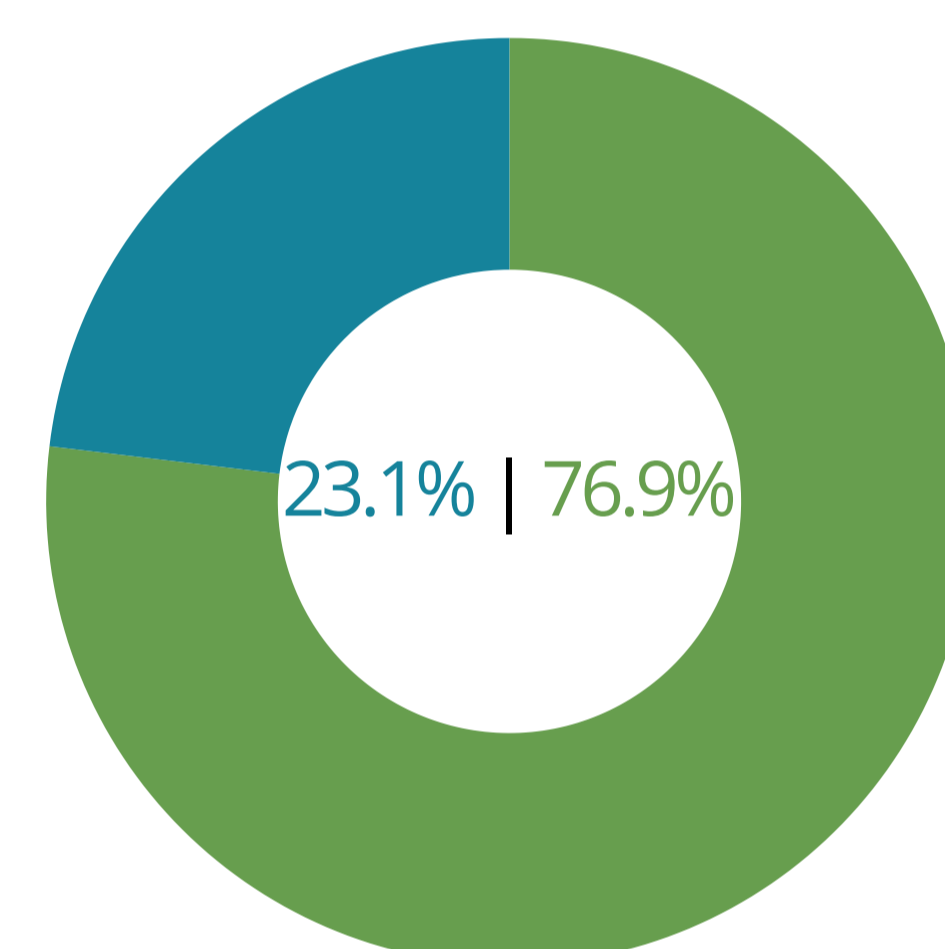
The image below shows the gender distribution at The Aletheia Academies Trust when colleagues are placed into four equally sized quartiles based on pay.



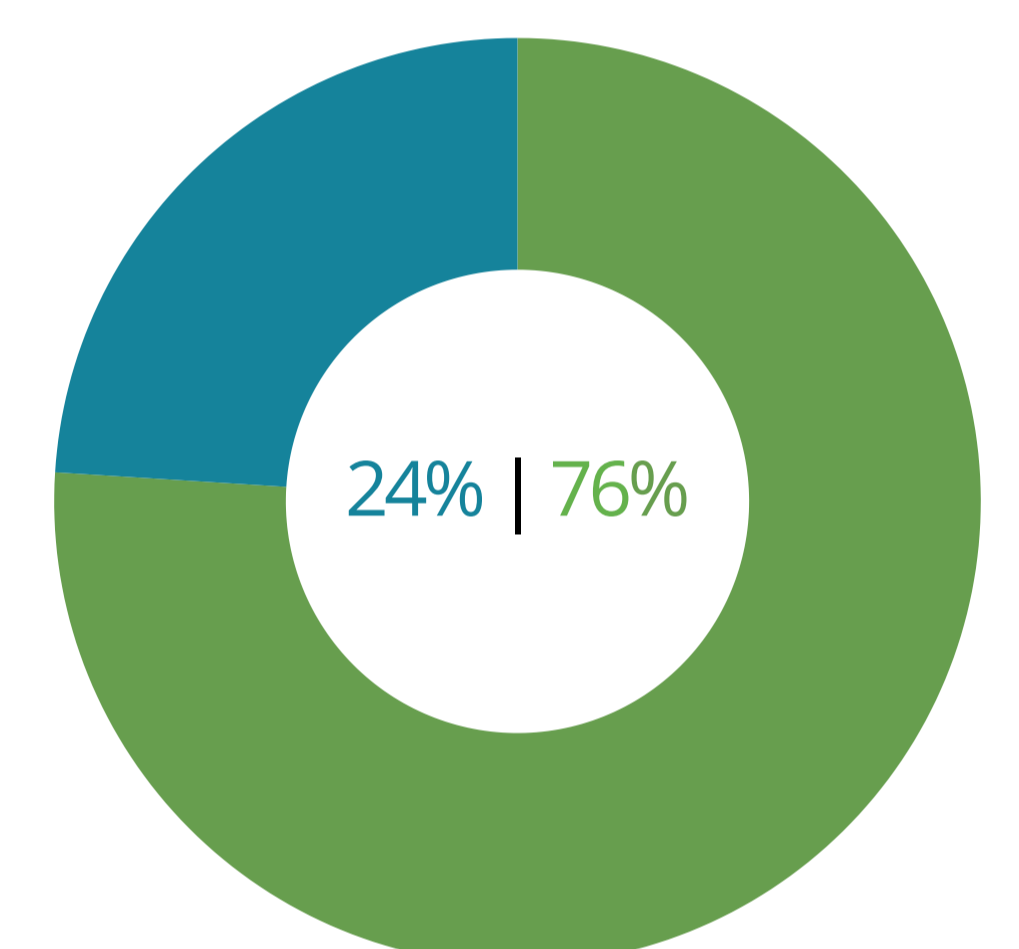
Quartile 1
(lower)



Quartile 2



Quartile 3



Quartile 4
(upper)

A message from Mr Stephen Carey, the Chief Executive Officer of Aletheia Academies Trust

The Aletheia Academies Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development. All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up.

The workforce is predominantly female (82.4%) and the majority of lower paid roles are filled by females, therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected.

The Aletheia Academies Trust supports our staff with a number of family friendly provisions such as flexible, part time working, which our employees, including senior leaders, choose to take advantage of.

When recruiting, the Trust ensures effective actions are taken as recommended within the Government Equalities Office publication 'Reducing the Gender Pay Gap and Improving Gender Equality in Organisations: Evidence Based Actions for Employers'. These actions include:

- Include multiple women in shortlists for recruitment and promotions
- Use skill-based assessment tasks in recruitment
- Use structured interviews for recruitment and promotions
- Encourage salary negotiation by showing salary ranges
- Introduce transparency to promotion, pay and reward processes
- Improve workplace flexibility for men and women

The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

S. Carey

Mr Stephen Carey | CEO | Aletheia Academies Trust