

Gender Pay Gap Reporting 2025

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 2025, this is done within one calendar year of 5th April 2025.

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

Aletheia Academies Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between male and female employees.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations are:

1 Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 22.7%

2 Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is **43.8%**

3 Mean Bonus Gap

The difference between the mean bonus rate of pay that male and female full pay relevant employees receive is **0%**

4 Median Bonus Gap

The difference between the median bonus pay that male and female full pay relevant employees receive is **0%**

5 The Proportion of males and females receiving a Bonus Payment

During the 12 month period ending with the snapshot date, **0%** of male relevant employees and **0%** of female relevant employees received a bonus payment

6 The Proportion of males and females in each Quartile Pay Band

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
9.5% Male 90.5% Female	19.9% Male 80.1% Female	27.1% Male 72.9% Female	35.5% Male 64.5% Female

Supporting Statement

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 (77%) and although 60% of Headteachers and Executive Leaders within the Trust are female, the vast 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.

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.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap Information for the Aletheia Academies Trust.

Signed:

