



GENDER PAY GAP REPORT 2023

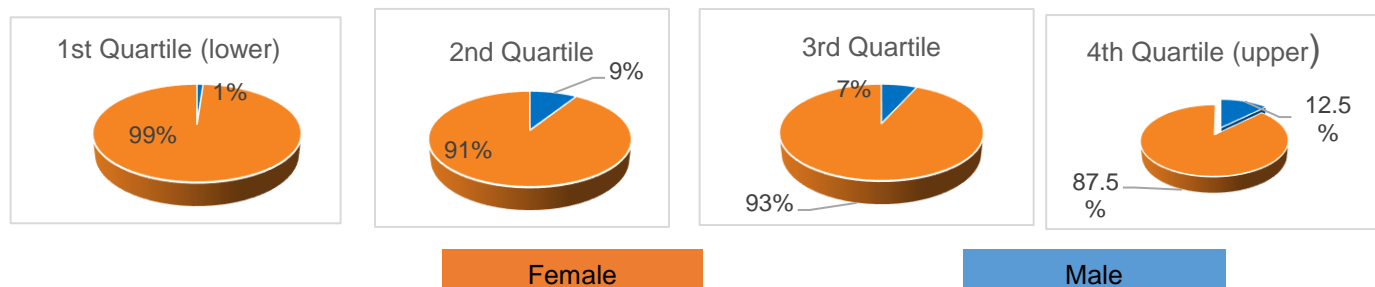
Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap. Aspire Multi-Academy Trust had 7 entities (individual payrolls). We are required to report our gender pay gap data for the organisation as a whole.

PAY DATA

Mean	Medium
25.1%	54.3%
In other words, when comparing mean hourly rates, women earn 74.9p for every £1 men earn	In other words, when comparing medium hourly rates, women earn 45.7p for every £1 men earn

PAY QUANTILES

The image across shows the gender distribution at Aspire Multi-Academy Trust when colleagues are placed into four equally sized quartiles based on pay.



Aspire Multi-Academy Trust does not make bonus payments to any employees and is therefore unable to report on:

- Mean bonus gender pay gap
- Median bonus gender pay gap
- The proportion of males receiving a bonus payment
- The proportion of females receiving a bonus payment

We promote equality and fairness across the Trust. Our employees, regardless of gender, are paid within the same specified pay ranges for equivalent jobs.