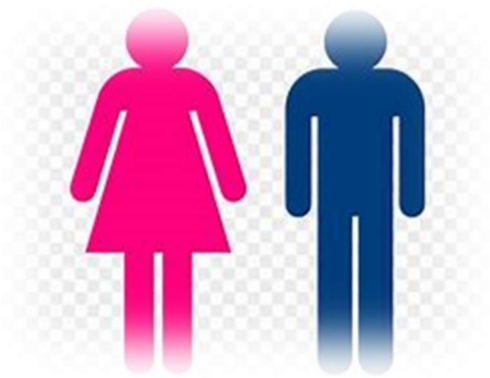




## Gender Pay Report 2024

Date	November 2023
Written by	HR Services & Projects
Adopted by the Trust	November 2023
Review Date	Annually alongside wider executive pay reporting

# Astrea Academy Trust Mean & Median Hourly Rates Gap by Gender



Data as at 5 April 2023

**£20.40**

**£26.06**

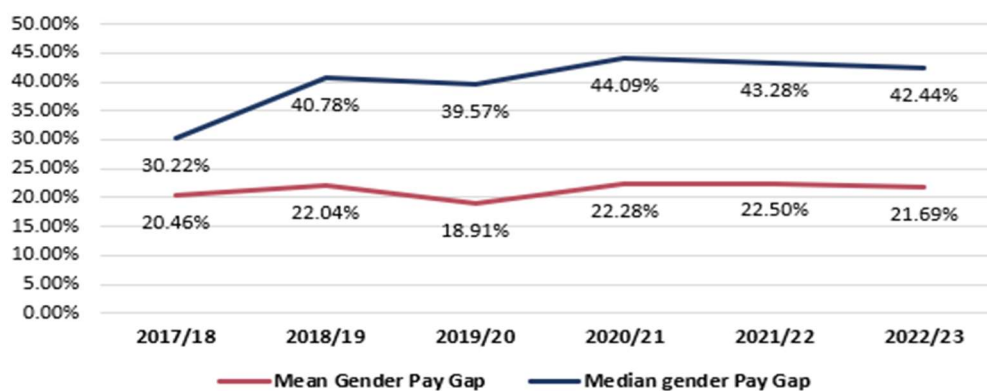
This gives us a mean gender hourly pay gap of 21.69%

**£13.69**

**£23.79**

This gives us a median gender hourly pay gap of 42.44%

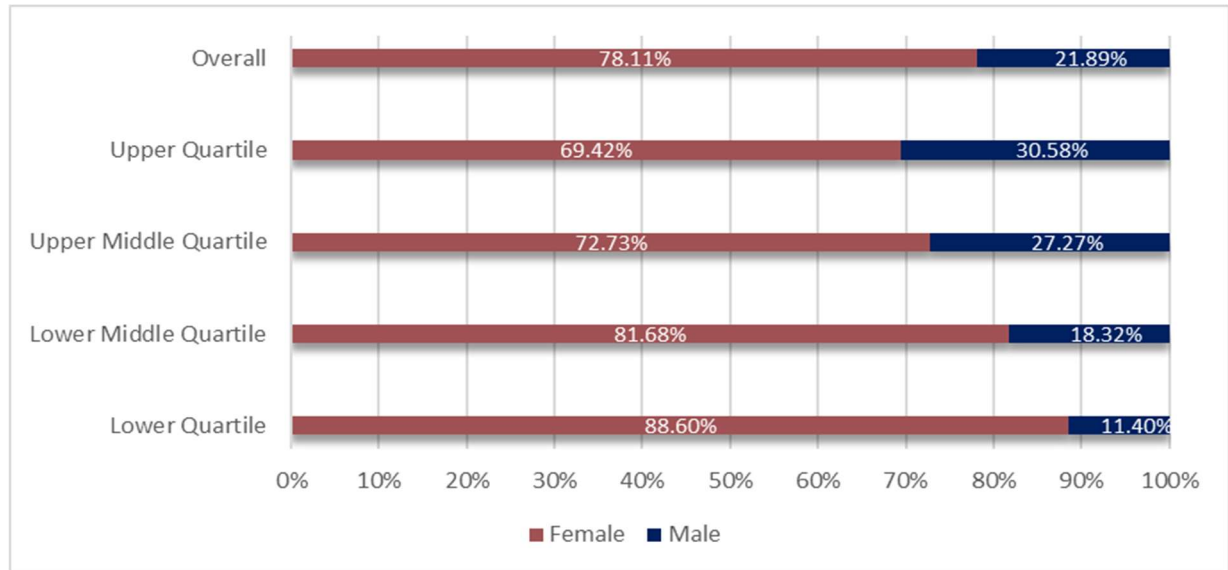
**Gender Pay Gap Analysis - Year on Year**





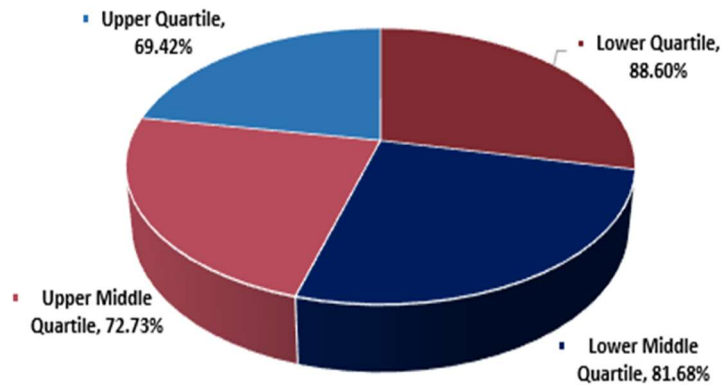
Our gender pay gap of 42.44% is slightly lower than last year, yet considerably higher than the national median<sup>1</sup> of 14.9% (Annual Survey Hours & Earnings, 2022).

From the data within this report we illustrate how our women and men are distributed across the pay quartiles.

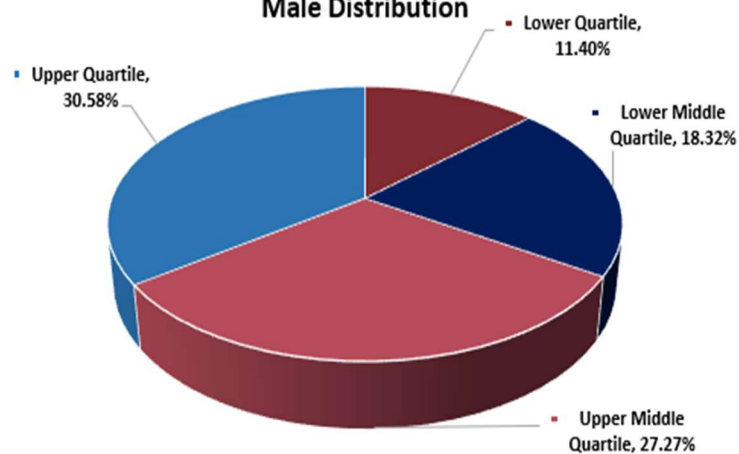


The above graph is indicative of the majority of our workforce being female (78.11%). In addition to looking at the distribution within pay quartiles, we also looked at how our male and female populations were distributed across the pay quartiles:

### Female Distribution



### Male Distribution



From the data on how our women and men are distributed across the pay quartiles you can see that women are quite evenly spread across the quartiles; however, men are more highly represented in the upper two quartiles and only 11.40% of men sit in the lower pay quartile. The Trust accepts that this distribution is what causes the mean and median hourly rate to be higher for males.

The Trust is satisfied that our gender pay gap is contributory to the fact that a high proportion of women occupy support roles which is representative of the flexibility from part time working, and that male employees are more highly represented in upper quartile positions.

## Astrea Academy Trust Gender Bonus Gap



0.00%

0.00%

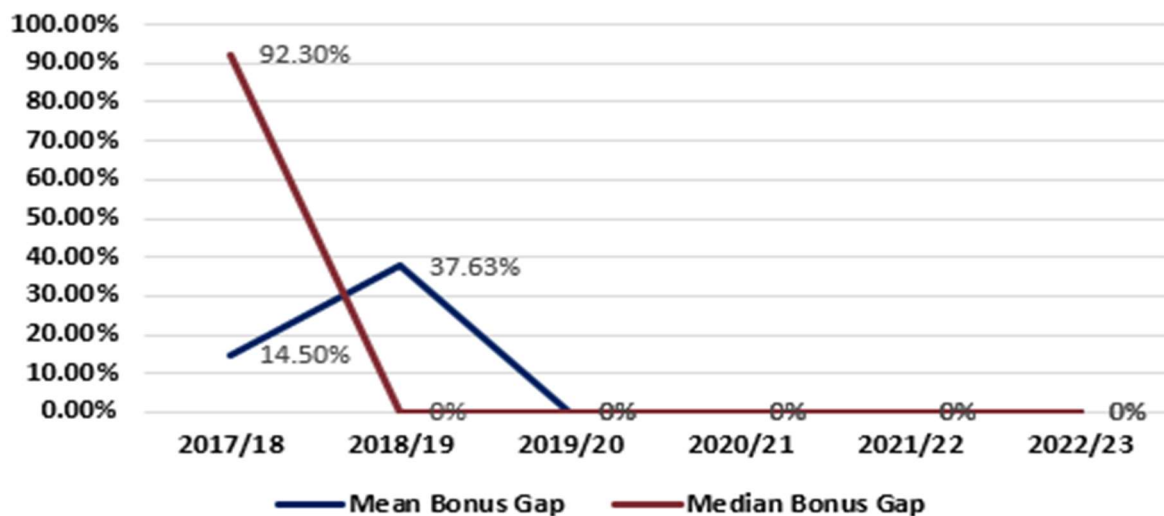
This gives us a mean gender bonus gap of 0%

This gives us a median gender bonus gap of 0%



Data as at 5 April 2023

### Gender Bonus Gap Analysis - Year on Year





# Gender Bonus Gap Analysis

Astrea Academy Trust has reviewed the 'Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment'. Employees participating in a bonus scheme are as follows:

- 0.00% of the Astrea Academy Trust workforce (both male and female) received a bonus.

The Trust does not operate a contractual bonus scheme\*. Should a bonus scheme be implemented, eligibility to participate is at the discretion of Trustees and is limited to the Executive Team.

With regard to ensuring that pay is monitored effectively at Executive level, a Pay and Remuneration Committee is in place, who meet regularly to consider the pay of senior employees and to ensure that pay follows an evidence-based process, and, reflects individuals' roles and responsibilities. The Chair of Trustees and the Pay and Remuneration Committee shall have regard to the advice of the responsible minister and of the ESFA, as published from time to time. At all times, Trustees will ensure compliance with the provisions of the Academies Financial Handbook.

The Trust are satisfied that the 2019/20, 2020/21, 2021/22 and 2022/23 reporting periods have shown a positive decrease in bonus gap data. The Trust are committed to continuing a downward trajectory to achieve and maintain a 0% gender pay and gender bonus gap year on year. Astrea continually reviews pay across the organisation and is committed to identifying and addressing any pay gaps.

\*In the reporting year 2017/18 the Trust wrongly included additional responsibility payments as a form of bonus. As this payment is not a bonus it was removed from the data from 2019/20 onwards. The Trust no longer include this as a form of contractual bonus for the purpose of reporting the gender pay information. Hence the decline to 0% over the subsequent reporting periods.



## Declaration

I have reviewed the data used and the calculation of the gender pay gap and bonus pay gap and that to the best of my knowledge, the required elements are accurately expressed in accordance with the regulations.

A handwritten signature in black ink, appearing to read 'Rowena Hackwood'.

**Rowena Hackwood**  
**Chief Executive Officer**