

Gender Pay Gap Reporting Statement & Narrative



Reference date: 31 March 2017

Difference in mean and median hourly rate of pay

	Difference in the mean average hourly pay	Difference in the median average hourly pay
Pay gap. % difference male to female	6.42%	8.62%

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	N/A	N/A

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0
Female employees (% paid a bonus compared to all female employees)	0

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	21%	17%	18%	33%
Female (% females to all employees in each quartile)	79%	83%	82%	67%

Supporting statement

I confirm that the information published here is accurate.

Signature:

Date: 27.03.18

Status/position:

Executive Principal

Optional supporting narrative

Based on the Government's methodology, our mean difference (average) stands at 6.42% compared to the UK mean of 14.1% and the median (mid-point) general pay gap is 8.62% compared to UK median pay gap of 18.4% both significantly lower. <https://www.theguardian.com/news/2018/feb/28/what-you-need-to-know-about-gender-pay-gap-reporting>

Despite the identified difference, we are confident that men and women are paid equally for doing jobs of equal value at our organisation.

At Advance Trust we're proud to be an organisation where a third of our senior leaders are women and we will continue to take steps to narrow the gap further. We will consider the outcome this data provides and moving forwards, when recruiting for example, we will endeavour to use gender balanced interview panels, especially for senior leadership roles.

At the time of the data snapshot (March 2017) our workforce comprised 72% female and 28% male (actual staff numbers were 222 female and 61 male). This generally is a similar reflection across our education sector.

Upper Quartile results show a greater variance as there are more male senior leaders, proportionate to male staff across other quartiles.

Advance Trust online submission can be viewed via this link: <https://gender-pay-gap.service.gov.uk/Viewing/employer-details?view=pay-quartiles&id=TdogcfwUxWbJ3zD1228yqA%21%21>



Vale of Evesham School
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