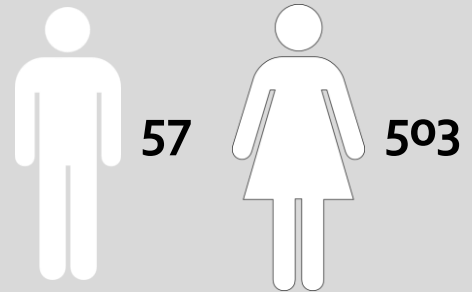


Gender Pay Report 31 March 2020

**Number of Employees
included in Gender Pay Report**



Mean Gender Pay Gap
23.01%

Median Gender Pay Gap
28.11%



Quartile	MALE		FEMALE		Total
	#	%	#	%	
Lower	11	7.86	129	92.14	140
Lower-Mid	4	2.86	136	97.14	140
Upper-Mid	14	10.00	126	90	140
Upper	28	80.00	112	20.00	140

**Proportion
males and
females in
each quartile
band**

NB. No bonus payments were made by the organisation

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Commentary

Our fundamental belief at Victoria Academies Trust is that diversity at every level is vital and that everyone will be treated fairly regardless of gender, race, ethnicity or disability. Across a workforce of 540 staff, 11% of employees are male, the vast majority of these being teachers working in academies. As an organisation, we follow the School Teachers' Pay and Conditions Document (STPCD) or local union-agreed non-teacher pay scales to ensure that like-for-like there are no pay gaps when comparing similar roles. This will always remain our priority when recruiting and rewarding our staff at every level.

We strive to ensure that the workforce across our academies reflects the communities that they serve. Overall:

- Our CEO is female
- 75% of the trust executive leadership team are female
- 88% of headteachers are female (and all paid on the STPCD)
- 19 of the 25 highest earners are female (84%)
- 21 of the 25 lowest earners are female (92%, all paid on non-STPCD)

However, we accept that because almost all of the lowest paid jobs and part-time jobs are undertaken by women, (compared with women at the highest levels, as shown above), a pay gap is evident not least because the hourly rate is a lot less than, say, a teacher. To help to try and close the gap, we have our 'Pathways' programme in place to support our 'grow-our-own' strategy which enables staff to progress with the support of training and development and we utilise the apprenticeship levy to support those wishing to gain further qualifications and take on more senior roles.

Since our 31 March 2017 reporting our mean gender pay gap has shrunk from 26.49% to 23.01% a reduction of 13%.