

Gender Pay Gap 2024-25

Aspirational Futures Multi-Academy Trust is required by law to carry out Gender Pay Gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

At the snapshot date of 31st March 2025, the Trust had 355 employees who count as full pay relevant employees (the definition used for reporting gender pay). There were 268 females (75%) and 87 males (25%). The gender pay gap is the difference between the hourly rate of pay of female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis. These figures are provided below.

Difference in hourly rate:

Mean	Median
Women's mean hourly rate is 13% lower than men's	Women's median hourly rate is 29% lower than men's

In other words, when comparing mean hourly rates, women earn **87p for every £1** men earn

In other words, when comparing median hourly rates, women earn **71p for every £1** men earn

Pay Quartiles

The table below shows the gender distribution at Aspirational Futures Multi-Academy Trust when colleagues are placed into four equally sized quartiles based on pay.

	Hourly rates		Headcount			Percentage	
	Maximum	Minimum	Female	Male	Total	Female	Male
Q1	£86.85	£29.16	55	24	79	70%	30%
Q2	£29.00	£19.18	62	28	90	69%	31%
Q3	£19.04	£13.46	75	17	92	82%	18%
Q4	£13.25	£11.11	76	18	94	81%	19%

Findings

Aspirational Futures Multi-Academy Trust uses pay scales for all teachers that are aligned to the School Teachers Pay and Conditions document, which is reviewed on an annual basis. For non-teaching staff pay scales are set by the NJC (National Joint Council for Local Government Services) and a process of job evaluation implemented by the Local Authority is used, which is regularly reviewed and benchmarked on a national and local basis to ensure that pay correctly reflects the value and complexity of the work undertaken. The Trust adheres to the national living wage in order to support the lowest paid workers.

We employ a significantly higher proportion of females in every quartile, including the upper. However, there are more females in the lower quartile and lower middle quartile, illustrating that the overall pay gap is a result of a higher proportion of females on the lower pay scales.

Aspirational Futures Multi-Academy Trust is an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010) and other relevant legislation regarding recruitment, performance management and employee career development opportunities.

Agreement

I confirm that Aspirational Futures Multi-Academy Trust is committed to the principle of gender pay equality and has prepared its 2025 gender pay gap results in line with mandatory requirements.

Signed:



Steve Mitchell, CEO