

Gender Pay Gap Report As of 31st March 2024

Aspire Learning Partnership is proud to be an equal pay employer, having strong regard to equal pay legislation and adhering to an equal pay practice. We continue to constantly review our policies and processes to promote fair and positive progression for our employees. All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role or work of equivalent value.

We are required to publish an annual gender pay gap report. This looks at the difference between the average earnings of all male and female employees, irrespective of their role or seniority. In future years this report will include comparative data with the previous year, in order to look at trends over time.

The gender pay gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up reflecting workforce composition rather than pay inequalities.

Currently the trust workforce consists of 73% female and 27% male employees.

The proportion of female staff is highest in the lowest pay quartiles which has a significant impact on gender pay. These posts mainly comprise of invigilation and lunchtime supervisory roles, for which it is historically rare to receive applications from male candidates.

Proportion of male and female employees according to quartile pay bands

Pay Quartiles	Lower	Lower Middle	Upper Middle	Upper
Female	79.84%	79.67%	67.48%	66.67%
Male	20.16%	20.33%	32.52%	33.33%

Difference in mean and median hourly rates of pay

	Mean Hourly Pay	Median Hourly Pay
Pay gap % difference male to female	17.74%	37.80%

	Female	Male
Mean hourly rate	£23.39	£28.43
Median hourly rate	£15.80	£25.40

No employees received bonus payments.