

Gender Pay Gap Reporting Statement & Narrative



Reference date: 31 March 2018

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	18.96%	8.18%

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)	N/A
Female employees (% paid a bonus compared to all female employees)	N/A

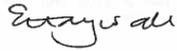
Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	21%	22%	18%	33%
Female (% females to all employees in each quartile)	79%	78%	82%	67%

Supporting statement

I confirm that the information published here is accurate.

Signature:



Date: 18.03.19

Status/position:

Executive Principal

Optional supporting narrative

Based on the criteria our difference in the mean average hourly pay of 18.96% compares favorably with the UK mean of 18.4% where all workers, full and part-time are included.

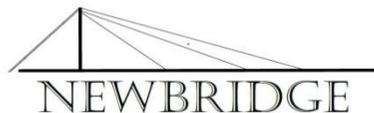
Despite the difference, we are confident that men and women are paid equally for doing jobs of equal value at our organisation, using School Teachers Pay & Conditions Document (STPCD) or Local Government pay scales agreed with Unions, thus ensuring that like-for-like there are no pay gaps when comparing similar roles.

At Advance Trust we're proud to be an organisation where 33% of our executive senior leaders are women; but we will continue to take steps to narrow the gap. We will consider the outcome this data provides and moving forward, 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 2018) our workforce comprised 72% female and 28% male. Actual numbers were 185 female and 57 male – which placed Advance Trust into the **voluntary reporting bracket of below 250 employees** – previously 222 + 61 = 283 staff for March 2017 data).

No bonus payments were made by the organisation.

Advance Trust online submission can be viewed here: <https://gender-pay-gap.service.gov.uk/>



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