



## THE VISION ACADEMY LEARNING TRUST GENDER PAY GAP

The Vision Academy Learning Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations are:

### 1. Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is **21.9%**. This shows that, overall, female employees receive higher pay than male employees although The Vision Academy Learning Trust's mean pay gap is lower than the national average of 18.1%

### 2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is **41.5%**. This shows that, overall, female employees receive lower pay than male employees although the Vision Academy Learning Trust's median gap is higher than the national average of 23%.

### 3. Mean Bonus Gap

No bonuses were paid to staff in the reporting period.

### 4. Medium Pay Gap

No bonuses were paid to staff in the reporting period.

### 5. The Proportion of males and females receiving a Bonus Payment

No bonuses were paid to staff in the reporting period.

### 6. The Proportion of males and females in each Quartile Pay Band

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
11.7% Male 88.3% Female	19.7% Male 80.3% Female	28.3% Male 71.7% Female	45% Male 55% Female

This shows that the Vision Academy Learning Trust has a much higher portion of women in all quartiles but especially in the lower, lower middle and upper middle quartiles.

## **Supporting Statement**

The Vision Academy Learning Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development. 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.

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.

The majority of staff are in the lower pay quartiles and the workforce is predominantly female therefore the gap between the "average" female hourly rate of pay and the "average" male hourly rate of pay is significantly affected.

The Vision Academy Learning Trust supports our staff with a number of family friendly provisions such as part time working, which our (predominately female) employees, including senior leaders, choose to take advantage of.

The overall gender pay gap therefore reflects workforce composition rather than the pay inequalities.

**I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for The Vision Academy Learning Trust.**

**Position: CEO Mr SG White**

**Signed:**

