

# GENDER PAY GAP 2020-21



AVANTI SCHOOLS TRUST

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## PAY DATA



### DIFFERENCE IN HOURLY RATE

| MEAN  | MEDIAN  |
|---|---|
| Women's mean hourly rate is <b>22.1% lower</b> than men's | Women's median hourly rate is <b>19.4% lower</b> than men's |

When comparing mean hourly rates, women earn **77.9p for every £1** men earn

When comparing median hourly rates, women earn **80.6p for every £1** men earn

## PAY QUARTILES

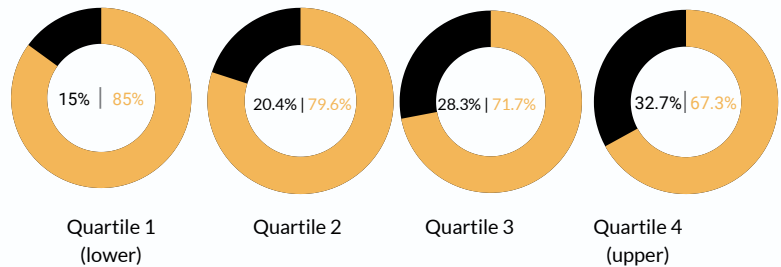


MALE



FEMALE

The image below shows the gender distribution at Avanti Schools Trust when colleagues are placed into four equally sized quartiles based on pay



Proportion of male and female staff in quartiles

As an employer with over 250 staff, Avanti Schools Trust is required by law to carry out Gender Pay reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to demonstrate how large the pay gap is between our male and female employees.

For the purposes of the Regulations, the definition of an employee includes anyone based in Great Britain and employed under a contract of employment, a contract of apprenticeship or a contract personally to do work (i.e. worker). This is a relatively broad definition and likely to include some consultants as well as workers on casual contracts.

*Amie Jenkins*

Amie Jenkins | Head of HR | Avanti Schools Trust

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Avanti Schools Trust is required to carry out Gender Pay Gap Reporting