



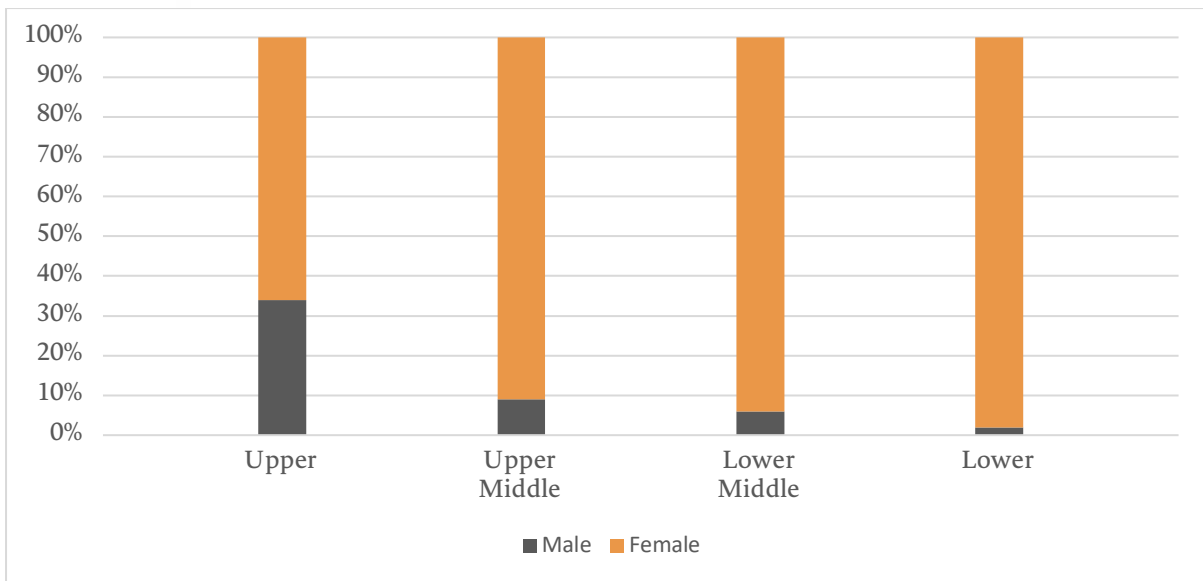
Gender Pay Gap Reporting – 2022/23



Pay Data

MEAN	MEDIAN
Women’s mean hourly rate is 27.9% lower than men’s.	Women’s median hourly rate is 30.0% lower than men’s.
When comparing mean hourly rates, women earn 72.0p for every £1 men earn.	When comparing median hourly rates, women earn 70.0p for every £1 men earn.

Pay Quartiles



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

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.