



## Avanti Schools Trust Gender Pay Gap Report 2024-25

### Introduction

Avanti Schools Trust is required under the Equality Act 2010 to report on the Gender Pay Gap within our workforce.

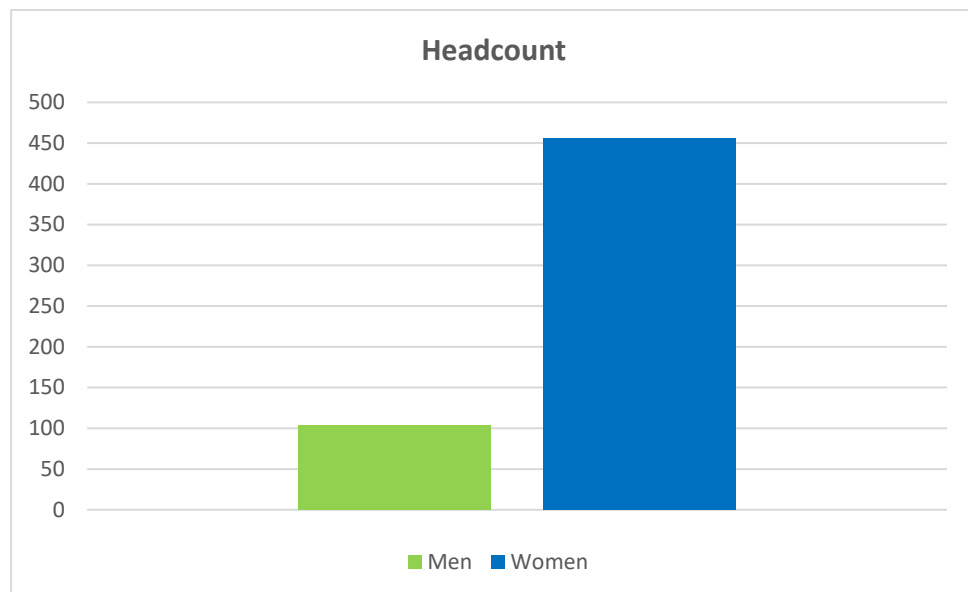
This report highlights the difference between the average hourly earnings of men and women.

The calculation process involves determining the difference between the average earnings of men and women in our organisation. It is important to note that this report will never involve publishing individual employees' data.

The data is updated annually, and the Trust is required to publish the results on the government website by 30<sup>th</sup> March each year.

### Key Gender Pay Gap Indicators

#### Employee Numbers



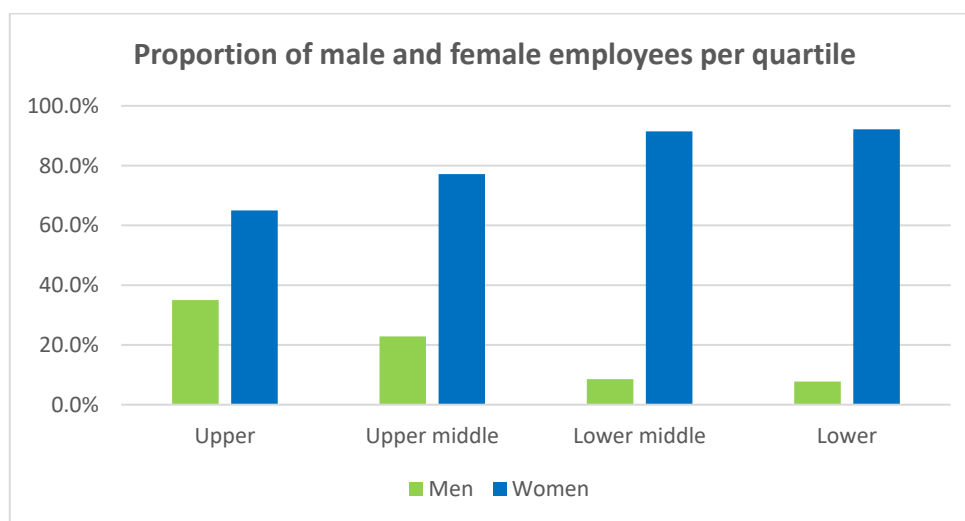
#### Hourly Rate Gaps

	Male	Female	% Difference
Mean	£27.92	£19.36	30.7%
Median	£27.12	£16.53	39.1%



## Hourly Rate Quartiles

Quartile	Men	Women
Upper	35.0%	65.0%
Upper middle	23.0%	77.0%
Lower middle	9.0%	91.0%
Lower	8.0%	92.0%



## Commentary

Like many other schools, our Trust employs significantly more women than men. At the snapshot date, 81% of our workforce were women, compared to 19% men.

When comparing the mean (average) hourly pay, women's hourly pay is 30.7% lower than men's. The median hourly pay for men was £27.12, while for women it was £16.53. This shows that men earn 39.1% more than women per hour. Simply put, for every £1.00 earned by a male employee, a female colleague earns just 61p.

Interestingly, the Upper quartile shows that nearly two-thirds of our highest-paid employees are women. This reflects our Trust's commitment to professional development and the promotion of female employees.

However, women are predominantly represented in the Lower quartile, where around 92% of staff are women (compared to the overall female workforce of 81%). Many of the lower-paid roles are part-time to accommodate the school day, and a significant number of these positions follow a "Term Time Only" pattern, meaning staff aren't required to work during school holidays. These part-time and term-time roles tend to be more attractive to women than men. Additionally, women are more likely than men to take career breaks, which can impact their progression and future career choices.

No figures are provided for Bonus Pay since our pay arrangements exclude such payments.

### Reducing The Gender Pay Gap and Improving Equality

Avanti Services Trust is committed to promoting equality of opportunity for all employees and supporting fair treatment of all staff, regardless of gender.

All newly appointed employees are aligned to agreed pay scales, ensuring that both men and women receive equal pay for equal roles. Salaries are determined by the job grade, and employees receive annual incremental progression, regardless of gender. This strategy helps eliminate pay differentials and ensures that equivalent jobs are paid at the same rate.

The Trust is dedicated to ensuring fair pay for all its staff and has taken appropriate measures to prevent gender bias. To achieve this, standard job descriptions have been implemented across our schools. In addition, the Trust has established policies and procedures to encourage women to join and remain employed at all levels. These include a variety of flexible working patterns, such as term-time-only and home-working arrangements.

However, our Gender Pay Gap remains far too high, and the Trust must and will take action to address this. Moving forward, we will:

- Launch a new multi-year People Strategy, alongside the Trust's first Equality, Diversity and Inclusion Approach and Action Plan to guide our activity in a structured and purposeful way to creating a truly inclusive environment across all aspects of Trust life, including pay.
- Further develop and monitor recruitment processes to prevent unconscious bias and encourage growth and advancement within the Trust through internal promotion. This year we have introduced 'name-blind' recruitment and will further roll out measures to reduce and mitigate against all forms of bias.
- Identify and support potential next-generation female leaders through training, job-shadowing, and promotion where possible to build experience and confidence. This will include launching a new leadership development programme across the Trust, which will ensure fair representation of female colleagues amongst its cohorts.
- Promote the Trust as an employer of choice that recognises the importance of personal well-being to appeal to the widest range of potential employees.
- Continue to promote job-sharing where applicable in our job adverts and encourage their use throughout the Trust.
- Review flexible working practices and continue to encourage colleagues and managers to adopt flexible ways of working to support their wellbeing and work-life balance, ensuring female staff can continue to progress in their careers within our Trust.
- Overhaul our well-being processes, including support for carers and those with additional needs.
- Having removed performance related pay this year, we will further review our pay progression and related processes to ensure fairness, transparency, recruitment and



retention across the Trust. This includes launching a new cyclical performance development and appraisal process focussed on development and support.

- Become a Real Living Wage accredited employer, lifting the pay of hundreds of our most junior colleagues, and making a material difference to gender pay gap across the Trust.
- Continue to provide all employees with equal opportunities for continuing professional development to progress in their careers.
- Use a variety of advertising methods, including the Trust recruitment platform, social media, and external platforms, to ensure that the widest possible audience sees all vacancies.
- Roll out new Equality, Diversity and Inclusion training across the Trust and make this a core component of our new line management training modules, to ensure colleagues at all levels understand both their legal duties and the critical role they play in ensuring a fair and equitable Trust.
- Ensure that unconscious bias training is offered not only to managers but to all colleagues. This can help reduce biased decision-making in recruitment, promotions, and performance evaluations, ensuring that women are treated fairly and given equal opportunities for advancement.
- Establish a culture of regular feedback and recognition for all employees, ensuring women are recognised for their contributions and achievements. This can help ensure they are equally valued and supported in their professional growth.
- Actively aim to increase the representation of women in senior positions to ensure that female employees have role models and a clear path for advancement.

Avanti Schools Trust is committed to reducing the gender pay gap as part of its ongoing efforts to promote equality and diversity within our education-based workforce. The Trust maintains that its gender pay gap does not result from male and female employees being paid differently for the same or equivalent work. Instead, it stems from the roles in which males and females work and the salaries those roles attract.

**Tom Pearce**  
**Head of People**