

Discovery Schools Academies Trust

Gender Pay Gap

It is now a requirement of any employer subject to the Equality Act 2010 Regulations to publish their gender pay gap figures relating to the period March 2019.

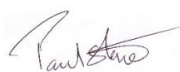
| Gender Pay Gap Calculation | Percentage |
|--|------------|
| Difference of hourly rate of pay - Mean | 25.10% |
| Difference of hourly rate of pay - Median | 39.2% |
| Difference in Bonus pay - Mean | N/A |
| Difference in Bonus pay - Median | N/A |
| Percentage of Males who received bonus pay | 0% |
| Percentage of Females who received bonus pay | 0% |
| Males by Upper Quartile | 19.4% |
| Females by Upper Quartile | 80.6% |
| Males by Upper Middle Quartile | 16.3% |
| Females by Upper Middle Quartile | 83.7% |
| Males by Lower Middle Quartile | 5.1% |
| Females by Lower Middle Quartile | 94.9% |
| Males by Lower Quartile | 5.1% |
| Females by Lower Quartile | 94.9% |

Based on 784 relevant staff

The Trust recognises the positive median trend above, which represents the percentage of females receiving a lower hourly rate than male employees. This percentage has reduced by a further 4% compared with prior year which indicates the positive strides taken in order to reduce the gap during the 12 months period. This includes providing greater flexibility in working hours for all staff which has particularly benefits our female employees. Our Affinity Teaching Schools Alliance is also offering bespoke CPD to female employees who are planning or returning from maternity leave which supports the work the Trust has conducted on individual career development plans to support leadership opportunities and the future growth of female employee's career within the Trust

The Trust aim to reduce this further in the coming year.

I can confirm that the above data is accurate



Paul Stone

Chief Executive Officer