

GENDER PAY GAP REPORT 31 March 2020

The Attenborough 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 **16.8%**

2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is **48.4%**.

3. Mean Bonus Gap - No bonuses were paid on the snap shot date.

4. Median Bonus Gap - No bonuses were paid on the snap shot date.

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

During the 12 month period ending with the snapshot date no bonuses were paid.

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

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
3.3% Male 96.7% Female	6.8% Male 93.2% Female	18.6% Male 81.4% Female	15.2% Male 84.8% Female

Supporting Statement

The Attenborough Learning trust 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. As our workforce is predominantly female (89%) the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected.

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

The overall gender pay gap therefore reflects workforce composition rather than 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 Attenborough Learning Trust



Jane Ridgewell - **CEO & Accounting Officer**