

Mandatory metrics for your gender pay gap report

This report has been produced by XpertHR at the request of Arbor Academy Trust. The metrics within the report are intended to help Arbor Academy Trust to meet the gender pay gap reporting requirements.

1. The **mean gender pay gap** for Arbor Academy Trust is 29.0%
2. The **median gender pay gap** for Arbor Academy Trust is 40.3%
3. The percentage of:
 - o **male employees** in Arbor Academy Trust receiving a bonus is 8.3%
 - o **female employees** in Arbor Academy Trust receiving a bonus is 0.8%
4. The **mean gender bonus gap** for Arbor Academy Trust is -112.5%
5. The **median gender bonus gap** for Arbor Academy Trust is -112.5%
6. The percentage of males and females in each pay quartile band for Arbor Academy Trust is:

Band	Description	Males	Females
D	Includes all employees whose standard hourly rate places them in the upper quartile	14.5%	85.5%
C	Includes all employees whose standard hourly rate places them in the upper middle quartile	14.5%	85.5%
B	Includes all employees whose standard hourly rate places them in the lower middle quartile	2.9%	97.1%
A	Includes all employees whose standard hourly rate places them in the lower quartile	2.9%	97.1%

The figures set out above are based on the data supplied by Arbor Academy Trust and have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

XpertHR has used its best endeavours to provide Arbor Academy Trust with an accurate picture of its gender pay gap and with external benchmarks to set the data in context. This report should not be taken as advice to take any specific actions, and XpertHR accepts no liability for any inaccuracies or errors, or for any actions or inaction on the part of Arbor Academy Trust.

The gender report outlines factual information regarding pay gap in this organisation. We want to clarify the difference between gender pay gap and equal pay. This report is not an equal pay report because equal pay act requires that men and women in the same workplace are given equal pay for equal work. The jobs need not be identical but must be substantially equal. Gender pay gap is the average difference between the remuneration for men and women who are working, because women are considered to be paid less than men.

There are many factors that resulted in the gap between the pay for men and women. The matrix snapshot considers factors such as hours worked, part-time /full time hours. The percentage of women in our organisation is considerably higher than men, however, there is a higher proportion of women in part time roles and roles with shorter hours for a range of reasons.

In our organisation, we abide by national pay guidelines and meet local obligations of pay. We have fair, clear and robust recruitment systems, which prioritises the recruitment of the best person for each role. Regardless of measures we have put in place, certain roles continues to attract mostly women.

We have a pledge to empower women within our organisation to take on more senior and managerial roles. We recognise the need to continue to narrow the gender pay gap but consciously acknowledge that several factors remain outside our control.