

Gender Pay Gap Report 2024

As an employer, the Abingdon Learning 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. This involves carrying out a number of calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee’s data.

We are required to publish the results on our own website and a government website each year. We can use these results to assess:

- The levels of gender equality in our workplace;
- The balance of male and female employees at different levels;
- How effectively talent is being maximised and rewarded.

Abingdon Learning 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 personalised professional learning and development. All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same band for the same job role.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Headline Data for 2024

Difference in Hourly Rate of Pay

- Mean: 20.1%
- Median: 31.3%

Difference in Bonus Pay

- Mean: 0.0%
- Median: 0.0%

Percentage of Employees Receiving Bonus Pay

- Males: 0.0%
- Females: 0.0%

Employees by Pay Quartile

Quartile	Females	Males
Upper: 75-100% of full-pay relevant employees	61.2%	38.8%
Upper middle: 50-75% of full-pay relevant employees	76.1%	23.9%
Lower middle: 25-50% of full-pay relevant employees	80.6%	19.4%
Lower: 0-25% of full-pay relevant employees	88.2%	11.8%
Overall gender split of full-pay relevant employees reportable)	76.5%	23.5%

Abingdon Learning Trust remains dedicated to addressing and reducing the gender pay gap through continued efforts in promoting a fair and inclusive workplace.