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Delta Academies Trust (the Trust) is required to report under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, the gender pay gap for the organisation. The regulation covers all employers with more than 250 employees.

Employers have to publish the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses.

(Median = pay per hour based on the person in the middle of the distribution, Mean = Average hourly salary)

In addition, employers have to disclose the distribution of gender by pay quartile – in other words splitting the workforce into four groups based on their pay and then calculating the proportion of men and women in each group.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

This data will allow the Trust to assess the level of gender pay equality across the organisation.

The Trust is required to publish the results on its website and on the government website. We can confirm that no disclosures will contain data about individual employees. See the link below to government website:

<https://gender-pay-gap.service.gov.uk/JTJETQq0.000008871F1 11.04 pay>

Opportunities are open to all staff as shown by the

Delta Academies Trust will continue to be committed to closing the Gender Pay Gap and to achieving a working and learning environment, which provides equality of opportunity. The Trust will continue to ensure that recruitment, promotion, training, development, assessment, pay, terms, and conditions of employment are determined based on capability, qualifications, experience, skills, and productivity, ensuring a fair open and transparent process at all levels.

