



Alderman Jacobs Academy Trust

Gender Pay Gap Report

Alderman Jacobs Academy Trust currently employs below the 250 employee threshold.

As an organisation we are committed to promoting the equality of opportunity for all employees and we support the fair treatment of all staff regardless of gender through our transparent recruitment process, pay policy and professional development.

The Trust uses pay scales for all teachers that are aligned to the School Teachers Pay and Conditions Document, which are reviewed on an annual basis. For non-teaching staff we use pay scales set by the NJC (National Joint Council for Local Government Services). Staff move through the pay scales for their grade, based on performance in the role, against a set of established criteria. We are proud to be a National Living Wage employer.

Women make up a large proportion of the workforce at the Alderman Jacobs Academy Trust with a significant proportion of women in senior leadership posts. Within the Trust, men and women are paid equally for doing equivalent jobs across the organisation.

We recognise that the Gender Pay Gap is a sector challenge and we are proud to offer opportunities to males and females at all levels within the organisation. To support this, we continually review and develop progressive policies that enables this.

Statutory/Non-Statutory

Created/Updated		Ratified		Review Frequency	Review Date	Signed by	
By	Date	By	Date			Head	Chair
C Carlisle	Oct 21	Trust Meeting	Autumn 21	Annual if over 250 staff	n/a	<i>Cathy Carlisle</i>	<i>Utallend</i>