



**Ambitious
about Autism**
Schools Trust



**Ambitious
about Autism
Schools Trust
Gender Pay
Gap Report**

Snapshot date: 5 April 2021

1. Overview

Ambitious about Autism Schools Trust is committed to the principles of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

Ambitious about Autism Schools Trust has a clear policy on paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

As such we have a transparent and fair total reward policy which is reviewed annually. We:

- Evaluate job roles and pay grades as necessary against our job evaluation framework and job family scales;
- We review (as necessary) our job families, pay grades, salary ranges and incremental pay points to ensure we have a fair structure and framework in place that meets the needs of the organisation, reflects the market and is affordable;
- Seek independent advice and guidance on pay matters and policy when required.

We do not meet the threshold of 250 members of staff (2021 68 members of staff) for reporting under the Equality Act (2010) and Gender Pay Gap Information Regulations 2017, however we believe in the interests of transparency and our commitment to doing better it is important to publish this information. However small changes in the ratio of men and women can result in a big impact in mean and median pay.

We are reporting:

1. The difference in the mean pay of full-pay men and women, expressed as a percentage; (mean arithmetic average of the population);
2. The difference in the median pay of full-pay men and women, expressed as a percentage; (median is the middle point of the population)
3. The difference in mean bonus pay of men and women, expressed as a percentage;
4. The difference in median bonus pay of men and women, expressed as a percentage;
5. The proportion of men and women who received bonus pay; and
6. The proportion of full-pay men and women in each of the four quartile bands (i.e. dividing the workforce into four equal parts).

We have carried out the calculations using our HR and payroll records using the snapshot date of 5 April 2021.

We have discussed our results with our Nominations and Remuneration Committee, Equality, Diversity and Inclusion Committee and Staff Council. We have developed an action plan which is integrating into our revised Equality, Diversity and Inclusion Strategy and Plan for 2021-24 to improve our recruitment, development and retention of a diverse and inclusive workforce.

2. Ambitious about Autism Schools Trust results

1. Mean gender pay gap: on average males earn 5.2% higher hourly rates than females.
 2. Median gender pay gap: on average males median pay is 24.4% higher than females.
 3. Mean bonus gender pay gap: on average males –100% less than women
 4. Median bonus gender pay gap: on average males –100% less than women
 5. Percentage of males who received bonus pay: 0%
 6. Percentage of females who received bonus pay: 4.1%
 7. Proportion of full-pay men and women in each of the four quartile bands
 - a. Quartile A: (Lowest quartile) 11.8% male, 88.2% female
 - b. Quartile B: 5.9% male, 94.1% female
 - c. Quartile C: 35.3% male, 64.7% female
 - d. Quartile D: 17.6% male, 82.4% female.
- Overall gender split of full pay relevant employees (not reportable) 17.6% male and 82.4% females.

We are committed to continue to build and strengthen our staff recruitment, induction, development, promotion and retention strategies to ensure our approaches and decisions are fair, objective and unbiased.

3. Next steps

We have an action plan in place to continue to strengthen our staff recruitment, development and promotion strategies, policies and processes to continue to reduce the gender pay gap.

We have an Equality, Diversity and Inclusion Strategy and Plan for 2021-24. The actions from this analysis are integrated into the plan to support our continued commitment to doing better and ensuring a diverse and inclusive workplace and culture.

4. Declaration

We confirm that the information in this statement is true and accurate.



Paul Disley-Tindell
Chair of Nomination & Remunerations Committee



Jolanta Lasota
Chief Executive

Date: 3 March 2022



We are Ambitious about Autism

Ambitious about Autism is the national charity standing with autistic children and young people.

We believe every autistic child and young person has the right to be themselves and realise their ambitions.

We started as one school and have become a movement for change. We champion rights, campaign for change and create opportunities.

Contact us

The Pears National Centre for Autism Education
Woodside Avenue, London N10 3JA

☎ 020 8815 5444

✉ info@ambitiousaboutautism.org.uk

🌐 ambitiousaboutautism.org.uk

Follow us

🐦 [ambitiousautism](https://twitter.com/ambitiousautism)

📘 [ambitiousaboutautism](https://www.facebook.com/ambitiousaboutautism)

📷 [ambitiousaboutautism](https://www.instagram.com/ambitiousaboutautism)



Ambitious about Autism is a registered charity in England and Wales: 1063184 and a registered company: 03375255.

Ambitious about Autism Schools Trust is an exempt charity in England and Wales and a registered company: 08335297.