



**Ambitious
about Autism**
Schools Trust



**Ambitious about Autism
Schools Trust
gender pay
gap report**

Snapshot date: 5 April 2025

Overview

Ambitious about Autism Schools Trust is committed to the principles of equity, equal opportunities and fair treatment for all staff, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We recognise that achieving equity may require different approaches for different people, to ensure fair outcomes and remove barriers to opportunity.

Ambitious about Autism Schools Trust has a clear policy on paying staff fairly and equitably 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 and we undertake the following:

- Evaluate job roles and pay grades as necessary against our job evaluation framework and job family pay scales.
- We regularly review (as necessary) our job families, pay grades, salary ranges and incremental pay points to ensure we have a fair, equitable and transparent 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 (250 members of staff) for reporting under the Equality Act (2010) and Gender Pay Gap Information Regulations 2017, however we believe that 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.

When producing our Gender Pay Gap reports, we are reporting the following:

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 calculations using our HR and payroll records using the snapshot date of 5 April 2025.

We have discussed our results with our Nomination and Remuneration Committee, Equity, Diversity and Inclusion Committee, and Staff Council. We have developed an action plan which is integrating into our revised Equity, Diversity and Inclusion Strategy and Plan for 2024-26 to improve our recruitment, development, and retention of a diverse and inclusive workforce.

Ambitious about Autism Schools Trust results

1. Mean gender pay gap: on average males earn -3.8% lower hourly rate than females.
2. Median gender pay gap: on average median pay for males is 9.4% higher than females.
3. Mean bonus gender pay gap: on average males' bonus was 15% higher than females.
4. Median bonus gender pay gap is 17%.
5. 21.5% of the workforce received a bonus (13.3% male and 23.7% female).
6. Proportion of full-pay men and women in each of the four quartile bands:
 - a. Quartile A: (Lowest quartile) 23% male, 77% female
 - b. Quartile B: 19% male, 81% female
 - c. Quartile C: 29% male, 71% female
 - d. Quartile D: (Highest quartile) 23% male, 77% female.

Overall gender split of full pay relevant employees (not reportable) 24% male and 76% female.

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

Next steps

Our People Strategy focuses on 4 pillars of creating a great place to work, being an employer of choice, creating a culture of high-performance while being inclusive and building our diversity. As part of our EDI strategy, we are also undertaking analysis of our Ethnicity and Disability pay to identify any gaps and put action plans in place.

Declaration

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



Michael Clark
Chair of Nomination and Remuneration Committee



Jolanta Lasota
Chief Executive

Date: 11 March 2026

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

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