THE DEAN TRUST
Abraham Moss Community School

REPORT ON GENDER PAY GAP

Abraham Moss is an employer required by law to carry out Gender Pay Gap reporting under the Equality Act 2010 and Gender Pay Gap Information Regulations 2017.

This involves performing 6 calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We are required to publish the results of the calculations on our website and a designated Government website

We can use these results to assess

- the levels of gender inequality in our organisation
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

The challenge in Abraham Moss and across Great Britain is to eliminate a gender pay gap.

Gender Pay Gap Reporting requires the Trust to perform calculations based on employee gender. We will establish this by using existing HR and payroll records. You can learn more about Gender Pay Gap Reporting by visiting GOV.UK website HERE

Abraham Moss supports the fair treatment of all staff irrespective of gender through our transparent recruitment, pay and professional development processes.

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The Gender Pay Gap results for the 2023 period are shown in the table below

MEDIAN PAY GAP	MEAN PAY GAP	LOWER QUARTILE	LOWER MIDDLE QUARTILE	UPPER MIDDLE QUARTILE	UPPER QUARTILE
-38.7 %	-4.1%	26.7% M 73.3% F	25.4% M 74.6% F	33.3% M 66.7% F	23.3% M 76.7% F

No bonuses were paid to any member of staff for the reporting period

Abraham Moss adopts pay scales for all teachers that are agreed nationally and are aligned annually to the School Teachers Pay and Conditions Document. For non-teaching staff the school adopts pay scales set by the National Joint Council (NJC). Within the school teachers and support staff progress through pay scales for their grade based on performance irrespective of gender.

In all of the quartiles and overall, there is a higher proportion of women in the lower and lower middle quartiles. This illustrates that the overall mean gender pay gap areas predominantly as a result of the proportion of women who work in lower pay grades particularly for non-teaching staff.

Abraham Moss will continue to monitor gender pay gap and will direct attention to reducing current gaps wherever it is feasible to do so.

Supporting Statement
I can confirm that the above information has been prepared from the schools HR and payroll data for the March 2023 reporting period and fairly represents the Gender Pay Gap for Abraham Moss. Signed: Head of School