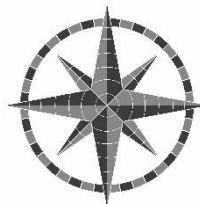


DISCOVERY EDUCATIONAL TRUST

GENDER PAY GAP REPORTING



Discovery Educational Trust is an employer required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that demonstrate the difference between the average earnings of men and women in the organisation; it will not involve publishing individual employees' data.

The areas that schools and academies need to report on are:

- the difference in mean pay between male and female employees;
- the difference in median pay between male and female employees;
- the difference in mean bonus pay, over a 12-month period, between male and female employees;
- the difference in median bonus pay, over a 12-month period, between male and female employees;
- the proportion of male and female employees receiving a bonus payment during the 12-month period;
- the proportion of male and female employees in each quartile band.

Discovery Educational Trust is required to publish the results on both the Government and Trust websites.