



## Gender Pay Gap Statement

We are proud to report that our first gender pay gap report shows an unusually small gap between the amounts the AA pays women and men, compared to the gaps reported by others in the Higher Education sector or beyond.

### What is it?

UK employers with over 250 staff are now legally required to publish an annual snapshot of their gender pay gap, covering all roles within the organisation.

The report must show the average hourly rates (median and mean) paid to men and women, and the percentage differences. It also has to show average bonus payments (at the AA this means a small bonus paid to administrative support staff at Christmas), and the proportion of men and women in each quartile for overall pay.

The first report required was a snapshot as at 5 April 2017, and we have recently filed ours. We are also obliged to give access to the information through our own site.

### Why is it important?

Gender pay gap presents a new way to understand possible inequality at work.

The Equality Acts have already addressed the concept of equal pay, making it illegal to pay women less for equivalent work, although there has been some debate as to what constitutes equivalent work. Gender pay gap looks more at how men and women are over or under-represented in different roles.

### The AA

Our salary structures and statistics are something we are very proud of and that are a particular success story for the AA. It is a project that has been worked on over the past 3-4 years to help bring salaries across all areas of the school into a more clearly defined and competitive structure.

Our full statistics and charts can be seen on the [Government site](#); and remind you that data is compiled and combined for both academic and administrative staff. I would also note that the government site leads with the *mean* (where our women are 2.6% down) whilst the media generally have led with the *median* (where we are at 0%). Whilst we are pleased with our overall results, we are also aware that there is still some uncomfortable unevenness across some academic areas in more senior roles. We will continue to monitor and review this.

An added boon this year is that for the first time since the 1940s we have a near equal gender balance amongst our student population (with slightly more women than men).

In case of queries please contact [humanresources@aaschool.ac.uk](mailto:humanresources@aaschool.ac.uk)

May 2018  
Samantha Hardingham  
AA Interim Director