

## Gender Pay Gap Reporting

Snapshot date 31st March 2024



The Greenshaw Learning Trust (GLT) is required to report on the Trust's gender pay gap. Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

The data provides a snapshot based on pay information as at 31st March 2024. At this point Greenshaw Learning Trust was a family of 30 schools with a Shared Service provision that has continued to grow. GLT schools are geographically spread across a number of local authority areas and different geographic pay scales.

Since March 2023, the Trust has grown by 6 schools, all of which are primary schools. It is well known that primary school settings tend to have a higher number of female colleagues who occupy lower quartile earning roles, and that therefore the gender pay gap in primary schools and primary-only multi-academy trusts tends to be disproportionately higher than that in secondary-school only trusts, or mixed trusts. The addition of 6 primary schools during April 2023 to March 2024 period will have impacted GLT's overall gender pay gap.

Teaching and leadership staff in schools are paid in line with the principles of the School Teachers Pay and Conditions Document (STPCD) with geographic variances based on the location of our schools - England and Wales, Outer London and Fringe.

Support staff are predominantly paid in line with the National Joint Council (NJC) and principles of the Green Book, although there are regional variances where schools are required to honour pay scales that have transferred from the local authority to GLT under TUPE terms.

### The Gender Pay Gap Calculation

For the purposes of this report, at the date of the snapshot on 31st March 2024, 79.29% of staff were females and 20.71% were males.

The following figures have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) regulations 2017 ('the Regulations'):

- **The mean gender pay gap for the Trust is 22.47%.**

***The Mean hourly rate for males was calculated at £29.06 compared to £22.53 for females.***

- **The median gender pay gap for the trust is 38.13%.**

***The Median hourly rate for males was £25.09 compared to £15.52 for females.***

In addition, the regulations require the following data to be published:

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male	29.46%	25.44%	11.74%	16.21%
Female	70.54%	74.56%	88.26%	83.79%

The Regulations also require bonus payments information to be published:

- 0.03% of total employees received a bonus payment.

- 0.00% of male employees received a bonus payment.
- 0.04% of female employees received a bonus payment.

### **GLT's commitment to closing the Gender Pay Gap**

GLT is committed to the principle of equal opportunities and equal treatment for all employees and has clear and transparent policies in place to ensure that it is compliant with the Equality Act 2010. This law gives a female the right to be paid the same as a male (and vice versa) when carrying out:

- **Like work** - two employees who are doing the same or broadly similar roles; or
- **Work rated as equivalent by analytical job evaluation** - this could be a different role which has been evaluated at the same pay grade as a result of the job evaluation; or
- **Work of equal value** - when there are two roles that are very different, however the employee claims that they require a similar level of skill and ability.

The gender pay gap is a high level, non-adjusted indicator of male and female and earnings which is affected by workforce distribution and workforce make-up.

There are a number of factors that influence this, including:

- There are a high proportion of female employees within schools that tend to fulfil roles that are either part time or term time only in nature. Many of these roles are undertaken by women requiring the flexibility of managing work with childcare responsibilities.
- The Trust workforce is predominantly female (79.29% of total staff as at 31st March 2024).
- The majority of staff undertaking lower-quartile paid roles are females (83.79%).
- Roles such as invigilation, midday supervision, catering, cleaning, administration and classroom-based support all fall into the lower and lower middle quartile. The hourly rate is reduced as it is calculated pro-rata depending on the actual number of hours and actual weeks worked and not the full-time equivalent.
- Roles such as invigilation, midday supervision, catering, cleaning, administration and classroom support are predominantly undertaken by females whereas roles such as Site Management, facilities maintenance and IT support are predominantly undertaken by males.
- Catering and cleaning provisions are managed in house within the Trust. We believe that this delivers improvements in the quality of provision rather than out-sourcing these roles. The fact that these roles tend to be paid at lower quartile rates does adversely impact our overall gender pay gap.

Whilst it is possible to have a gender pay gap and to pay males and females fairly, the Gender Pay Gap is calculated by taking all employees in an organisation and comparing the average pay between males and females. In contrast, equal pay looks at the difference in males and females pay for the same or similar work.

### **Summary**

Greenshaw Learning Trust is committed to the equality of opportunity and choice for employees and supports the fair and equitable treatment of all staff, irrespective of gender, through our transparent recruitment processes, pay policy and professional development opportunities.

We will continue to monitor this data on an ongoing basis, as growth and change within the Trust may alter the data by the next reporting date. Growth in primary and secondary schools joining the Trust will impact future gender pay gap reporting.

Where new schools join the Trust under TUPE, we have no control over the staffing complement and inherited pay and conditions, and therefore it is important to note that we may inherit pay inequalities upon a school joining GLT. We are committed to our obligations under the Equality Act 2010 including the public sector duty and requirement to eliminate discriminatory practice. We continue to encourage innovative solutions to improve the level of flexible working within schools, with specific focus upon colleagues returning to the workplace following maternity, adoption or shared parental leave. GLT will continue to promote access to leadership development programmes for those aspiring to middle and senior leadership to further support

equal access to progression for all staff. Revisions to the Trust Pay Policy have delivered significant improvements in delivering fairness and pay parity and we will continue to monitor the effectiveness of HR policy in this area.

We will continue to compare year on year data to identify any trends, monitor our progress and identify whether additional action is required.

**Declaration:**

I confirm that the above information has been prepared using our payroll data on the snapshot date and fairly represents the Gender Pay Gap for Greenshaw Learning Trust as at 31st March 2024.

A handwritten signature in black ink, appearing to read 'Ross Dickerson', written in a cursive style.

**Ross Dickerson**  
**Head of HR**  
**For and on behalf of Greenshaw Learning Trust**