

# Gender Pay Gap Report

## March 2021



The Greenshaw Learning Trust (GLT) is firmly committed to gender equality in all areas.

As an employer with more than 250 employees, the Trust is required by law to publish an annual Gender Pay Gap report on its website and on the government's online reporting service.

The law requires a snapshot of data based on pay information as of 31<sup>st</sup> March 2021. At this point Greenshaw Learning Trust was a family of twenty schools and a large Shared Service, with approximately 1,958 employees. GLT schools are geographically spread across eight Local Authorities and cover three different national geographic pay scales, Outer London, England & Wales, and Fringe.

All teaching staff are currently paid in line with the School Teachers Pay and Conditions Document (STPCD) and all support staff are currently paid in line with the National Joint Council (NJC) and principles of the Green Book.

### The Gender Pay Gap Calculation

For the purposes of this report, there were 1,797 full paid relevant employees paid on 31<sup>st</sup> March 2021, 1,365 of which were female and 432 were male.

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 22.0%**

*The Mean hourly rate for males was calculated at £22.91 compared to £17.87 for females.*

- **The median gender pay gap for the Trust is 32.2%**

*The Median hourly rate for males was calculated at £21.47 compared to £14.56 for females.*

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

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male	37.4%	25.2%	18.5%	15.1%
(Number of Employees)	(168)	(113)	(83)	(68)
Female	62.6%	74.8%	81.5%	84.9%
(Number of Employees)	(281)	(336)	(366)	(382)

The Regulations also require bonus payments information to be published, however, this is not applicable as GLT do not pay staff bonuses.

### 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.

Following an analysis of the gender pay gap analysis, we can evidence that since 2017, there has been a reduction in the gender pay gap percentage, for example:

***The mean gender pay gap for the Trust in 2017 was 25.9% (a decrease of 3.9%)***  
***The median gender pay gap for the Trust in 2017 was 39.6% (a decrease of 7.4%)***

Following an analysis of the Trusts workforce we can identify:

- The Trust workforce is predominantly female
- Due to flexible working opportunities such as casual, part time and term time working contracts offered by the Trust, many of these roles are undertaken by females who prefer the flexibility in managing work and childcare responsibilities.
- Roles such as Invigilation, mid-day supervision, catering, cleaning, administration, and classroom-based support all fall in to the lower and lower middle quartile. The hourly rate is reduced as it calculated pro – rata depending on the actual number of hours and actual weeks worked and not the full-time equivalent salary.
- Roles such as Invigilation, midday supervision, catering, cleaning, administration, and classroom support are predominantly undertaken by females whereas roles such as Site Management, Grounds maintenance and IT support are predominantly undertaken by males.
- Catering and cleaning provisions are managed in house.
- On 31<sup>st</sup> March 2021, the Trust comprised of 4 male Executives, 13 out of 20 Headteachers were female, and all schools had an equal blend of male and female senior and middle leaders.

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 male and females. In contrast, equal pay looks at the difference in male and females pay for the same or similar work.

GLT is committed to closing the gender pay gap and commits to greater inclusion, fairness, and flexibility, which includes:

- a programme of support for all maternity and adoption returners
- enabled by evolving technology; flexible working plans that enable all staff to fulfil their career aspirations irrespective of working hours and or location.
- the opportunity for all maternity and adoption returners to remain in leadership positions
- ensuring all employees both male and female are in receipt of professional development regardless of their working patterns
- ensuring that all employees have the opportunity to attend leadership programmes
- a career development path for support staff as well as teaching and classroom-based staff.
- ensure that all vacancies within the Trust are advertised in a transparent manner to ensure that all staff are aware of all opportunities
- monitor and benchmark salary levels across the Trust to ensure they are applied consistently and fairly

I can confirm that the information above has been prepared using our payroll data and fairly represents the Gender Pay Gap for GLT as of 31<sup>st</sup> March 2021.



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