

Gender Pay Gap Reporting

Snapshot date 31st March 2022



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.

This report provides further analysis, beyond the statutory reporting requirements, and aims to identify areas for focus and improvement for the future as we continue to address our current gap.

The data provides a snapshot based on pay information as at 31st March 2022. At this point Greenshaw Learning Trust was a family of 21 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.

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 2022, 78.4% of staff were females and 21.6% 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 22.74%.**

The Mean hourly rate for males was calculated at £22.56 compared to £17.83 for females.

- **The median gender pay gap for the trust is 37.38%.**

The Median hourly rate for males was £21.79 compared to £14.70 for females.

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

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male	30.82%	25.38%	20.22%	9.57%
(Number of Employees)	143	117	92	44
Female	69.18%	74.62%	79.78%	90.43%
(Number of	321	344	363	416

Employees)				
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The Regulations also require bonus payments information to be published:

- 1 employee received a bonus payment.
- 0% of male employees received a bonus payment.
- 0.06% 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.

Following an analysis of the gender pay gap data, 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 4.9%)
The median gender pay gap for the Trust in 2017 was 39.6% (a decrease of 7.4%)

Following an analysis of the Trust's workforce we can identify:

- The Trust workforce is predominantly female (78.4% of total staff as at 31st March 2022).
- Due to variance in contractual working arrangements such as casual, part time and term time working contracts offered by the Trust, many of these roles are undertaken by females who require the flexibility of managing work with childcare responsibilities.
- 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.
- On 31st March 2022 the Trust Senior Leadership Team comprised of 4 male executives, 14 out of 21 Headteachers were female, and all schools had a 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 males and females. In contrast, equal pay looks at the difference in males and females pay for the same or similar work.

How does GLT compare with others?

The mean gender pay gap across the UK is 13.9% in favour of male employees (based on 2022 ONS data). Within the UK education sector, the mean gender pay gap is 16.1% in favour of male employees.

There are systemic reasons for a pay gap which are typical in the education sector, notably the potential for family friendly work arrangements increasing the likelihood of a disparity in total pay between males and females.

GLT's mean gender pay gap is 4.87% higher than that of the UK education sector.

GLT's 2022 mean gender pay gap of 22.74% represents an improvement on the 2021 figure of 22.0%.

The median gender pay gap across the UK is 14.9% in favour of male employees (based on 2022 ONS data). Within the UK education sector, the median gender pay gap is 22.2% in favour of male employees, which is 10.36 percentage points lower than GLT's median gender pay gap.

GLT's 2022 median gender pay gap of 37.38% is similar to the reported 2021 figure of 32.2%.

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.

Under TUPE processes we have no control over the staffing complement where schools join our Trust, and therefore it is important to note that we may inherit pay inequalities upon a school joining GLT. However, we will continue to consider any relevant gender inequality when advertising future posts, including promoting flexible working opportunities. 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.

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 2022.



Ross Dickerson
GLT Head of HR