

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 the pay gap 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 2023. At this point Greenshaw Learning Trust was a family of 24 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 2023, 78.9% of staff were females and 21.1% 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 19.54%.**

The Mean hourly rate for males was calculated at £24.21 compared to £19.48 for females.

- **The median gender pay gap for the trust is 26.53%.**

The Median hourly rate for males was £21.86 compared to £16.06 for females.

NB: When talking about the gender pay gap people tend to talk about the median figure rather than the mean because the mean can be skewed by a small number of higher paid individuals, therefore the median is more representative taking account of variation in pay.

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

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male	31.82%	25.58%	15.15%	11.68%
(Number of Employees)	175	143	83	64

Female	68.18%	74.42%	84.85%	88.32%
(Number of Employees)	375	416	465	484

The Regulations also require bonus payments information to be published. A “bonus” payment is only made subject to approval in line with the GLT Pay Policy and in circumstances where an individual has demonstrated considerable discretionary effort over and above the normal expectations of their role:

- 7 employees received a bonus payment.
- 2 male employees, or 0.39% of male employees received a bonus payment.
- 5 female employees, or 0.26% of female employees received a bonus payment.

Equal pay and the Gender Pay Gap

It is important to distinguish between having a gender pay gap and equal pay. The gender pay gap is the pay discrepancy between men and women irrespective of their job or position. There are many reasons why an organisation will have a Gender Pay Gap which will be influenced by society as a whole. That is distinct from equal pay - when organisations are required to ensure that men and women carrying out the same or similar roles are paid the same for the work they do.

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.

Comparison of Gender Pay Gap against 2022 data

Our data shows a reduction in the gender pay gap during the period 2022 to 2023:

The mean gender pay gap for the Trust in 2022 was 20.97% (a decrease of 1.43%)

The median gender pay gap for the Trust in 2022 was 32.56%(a decrease of 6.03%)

How does GLT compare with others?

The gender pay gap for education sector employers is significantly higher than the wider UK labour market. For example, data produced by the Local Government Association shows the median gender pay gap for 2023 for the education sector as 27.6%, compared to the wider UK labour market as 7.7%.

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 (78.88% of total staff as at 31st March 2023).
- The majority of staff undertaking lower-quartile paid roles are females (88.32%).
- 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

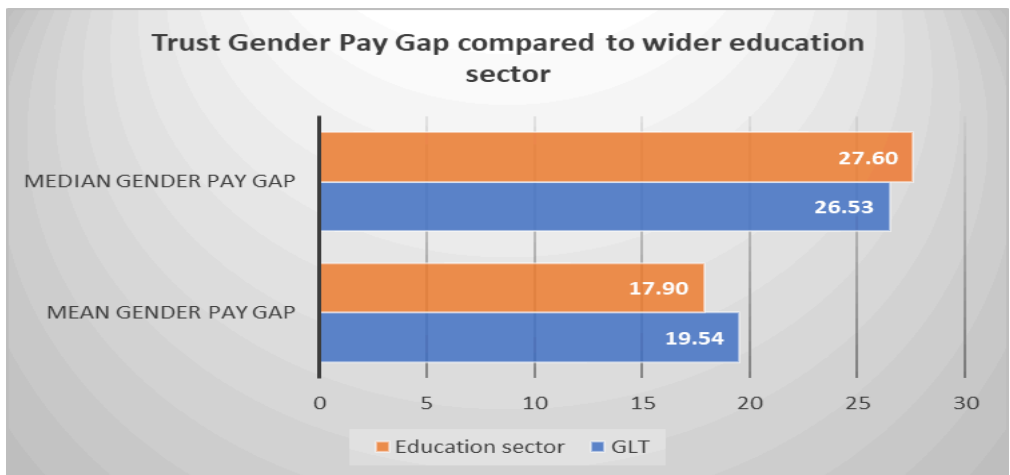
pro-rata depending on the actual number of hours and actual weeks worked and not the full-time equivalent.

- 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 is likely to adversely impact our overall gender pay gap.

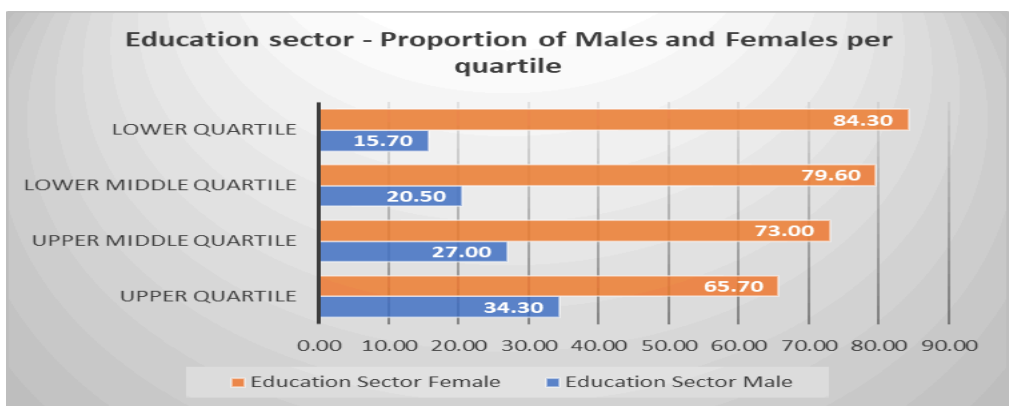
A gender pay gap therefore does not mean males and females are not paid fairly, the Gender Pay Gap is calculated by taking all employees in an organisation and comparing the average pay between males and females. In contrast, equal pay looks at the difference in males and females pay for the same or similar work.

Analysis of GLT Gender Pay Gap in comparison to the wider education sector

The following shows a comparison of the Trust’s pay gap with analysis of 2023 sector data produced by the Local Government Association (LGA).

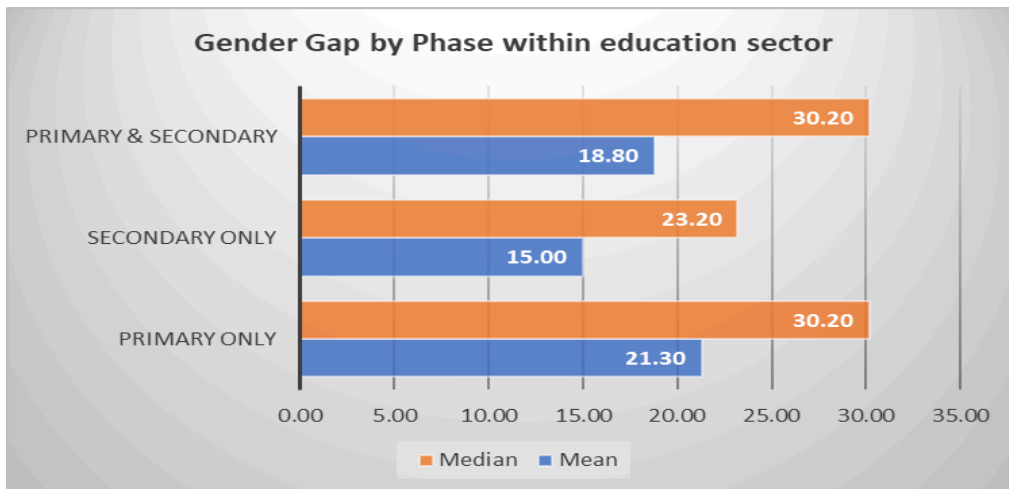


Data evidences that GLT faces similar challenges that impact the gender pay gap in terms of the demographic of the workforce. Specifically, women make up the majority of roles within the Trust that are paid within the lower quartile. This percentage is 88.32% within the Trust which compares similarly with the wider sector at 84.30%.



Analysis of sector-wide data demonstrates that there is a considerable difference in the gender pay gap for education employers such as multi-academy trusts, when a comparison is made against those trusts who are primary-school only trusts, secondary-school only trusts, and those who support both primary and secondary phases.

As a Trust with both primary and secondary schools, GLT's median gender pay gap is 3.67% lower than comparable trusts reported by the LGA.



Summary

GLT's 2023 median gender pay gap of 26.53% represents an improvement on the 2022 figure of 32.56%.

GLT's 2023 mean gender pay gap of 19.54% represents an improvement on the 2022 figure of 20.97%.

A comparison against the wider sector demonstrates that our gender pay gap does not compare unfavourably against comparable organisations within the education sector with a mixture of both primary and secondary schools.

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.

The data will be monitored on an ongoing basis, as growth and change within the Trust will continue to alter the figures by each subsequent reporting date.

Where new schools join the Trust under TUPE, GLT inherits the staffing complement and pay and conditions, and any consequent pay inequalities. GLT are committed to the obligations under the Equality Act 2010 including the public sector duty and requirement to eliminate discriminatory practice.

Areas subject to ongoing improvement

- HR Business Partners 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. Evidence demonstrates that this is a challenge across the education sector and we will continue to work to address this.
- GLT continues to promote access to leadership development programmes for those aspiring to middle and senior leadership to further support 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 have introduced greater scrutiny by HR and Assistant Directors of pay decisions by Headteachers to ensure consistency and parity and ability to progress within the pay range where evidence demonstrates continued good performance.
- We will continue to ensure that equity, transparency and fairness is embedded in the management of recruitment practice across all schools and GLT Shared Services.

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 2023.

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