

2022-2023 Gender Pay Gap Report

Introduction

All UK organisations employing 250 or more employees are required to publish an annual report on its gender pay. The report should include: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses, and the number of men and women according to quartile pay bands.

This report is not an assessment of equal pay within the Trust. Equal pay is about how much our employees are paid for doing the same or similar work that's considered of equal value – all of our employees are paid according to their role, regardless of their gender. The gender pay gap shows the difference in the average earnings between male and female employees working in the Trust.

About Us

The Greensand Multi-Academy Trust is an equal opportunities employer committed to ensuring all schools within our Trust have a working environment free from any form of discrimination.

The Trust values the contribution of all staff and recognises that the recruitment of appropriately skilled staff is key to the provision of a safe and successful teaching and learning environment in which children can thrive. We are committed to recruiting staff with the appropriate blend of qualifications, experience, knowledge, skills and abilities to meet the demands of the post, irrespective of their gender, colour, race, ethnicity, religion, sexual orientation or disability.

Reporting Data

Mean gender pay gap:

The mean hourly rate is the average hourly wage across the entire organisation, so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage. The Trust's mean gender pay gap indicates that a women's hourly rate is 29.1% lower than a man's, in other words when comparing mean hourly rates, women earn 70.9p for every £1 earned by a man.

Median gender pay gap:

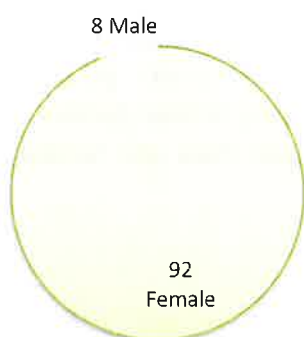
The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and

men's median hourly wage (the middle paid man). The Trust's median gender pay gap indicates that a women's hourly rate is 50.2% lower than a man's, in other words when comparing median hourly rates, women earn 49.8p for every £1 earned by a man.

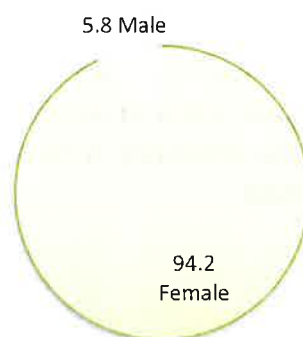
No employees working within the Trust have received bonus pay.

The proportion of male and female full pay employees in each of the four quartile bands is illustrated below. The graphs show the Trust has a much higher percentage of female employees working across all four pay quartiles.

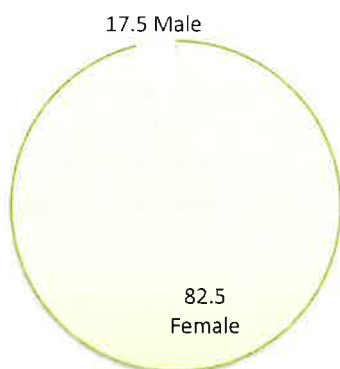
Lower Quartile %



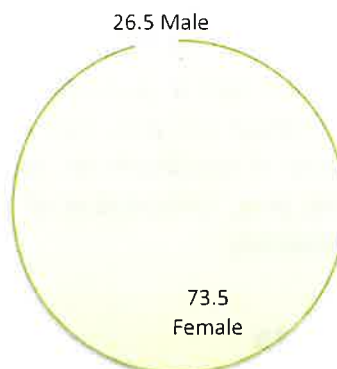
Lower Middle Quartile %



Upper Middle Quartile %



Upper Quartile %



Context

For pay purposes, all positions within the Greensand Multi-Academy Trust are remunerated in accordance with the Trust's Pay Policy, taking into consideration the School Teachers' Pay and Conditions Document, Joint Union pay recommendations, the Local Authorities Pay framework and contributions from the Trust's Joint Consultative Group Committee.

The Trust has 583 staff, 82.67% of the workforce is female. As part of our commitment to continue to reduce our gender pay gap, the Trust:

- Harmonised support staff pay frameworks;
- Monitors salary levels to ensure they are applied consistently;
- Monitors, reviews and works collaboratively with representatives from across the Trust to scrutinise pay progression, ensuring Trust policies and procedures are gender neutral;
- Promotes family-friendly and flexible working where possible; and
- Scrutinises and job evaluates pay grades to ensure that there is no gender bias.

Declaration

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap Information for the Greensand Multi-Academy Trust.

Signed: *W. Hill*

Name: Mrs Wendy Hill, Finance and Operations Director

Date: 02/03/2023