

# 2021-2022 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

The difference in the mean hourly rate of pay between male and female full pay relevant employees is 27.5%.

The difference in the median hourly rate of pay between male and female full pay relevant employees is 48.6%.

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.



## Context

3.35% of employees working within the Trust are remunerated at a rate of more than £30 per hour. 60.6% of the highest earners are female.

20.54% of employees working within the Trust are remunerated on a mid-range pay scale, i.e. between £15-30 per hour. 76.73% of mid-range earners are female.


The Central Team represents 0.81% of the workforce. 75% of the roles are filled by female employees.

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.

## 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:



Name:

Mrs Wendy Hill, Finance and Operations Director

Date:

22/02/2022