

Gender Pay Gap Report 2018/2019

The deadline to publish the report is 31st March 2019. This is the first report that the Greensand Multi-Academy Trust (the Trust) has submitted. Having reviewed the data for the Trust, the information is as follows:

The difference in the mean hourly rate of pay between male and female full pay relevant employees is 31.8%

The difference in the median hourly rate of pay between male and female full pay relevant employees is 45.1%

The proportion of male and female full pay employees in each of the four quartile bands is as follows:

	<u>Female</u>	<u>Male</u>
Lower quartile:	95.3%	4.7%
Lower middle quartile:	89.6%	10.4%
Upper middle quartile:	84%	16.0%
Upper quartile:	69.8%	30.2%

No staff members of the Trust receive bonus pay.

The workforce of Greensand Multi-Academy Trust is made up of significantly more female staff and is as follows:

Female: 85%

Male: 15%

The gender split at the Trust is slightly higher than reflected nationally. The Schools Workforce Census in England (July 2017) indicated that 80% of school staff are female. In one of the Trust's schools there is only one male member of staff, but this is not uncommon for this area.

In many of the schools, female workers fill the majority of the lower paid posts, for example, midday supervision and cleaners. Many of the support and admin roles are also held by female staff. Premises staff are predominantly male. At senior leadership level, there is a mix. Two Heads of School are male and three female. All of the central team of the Trust are female.

The Trust ensures that job roles are fair in accordance with the Trust's pay policies and jobs are advertised with no gender bias.

Signed:



Business Director

Date: March 2019