

2020/2021 Gender Pay Gap Report

Having reviewed the data for the Greensand-Multi Academy Trust, the information is as follows:

1. The difference in the mean hourly rate of pay between male and female full pay relevant employees is 27.2%.
2. The difference in the median hourly rate of pay between male and female full pay relevant employees is 37.6%.
3. The proportion of male and female full pay employees in each of the four quartile bands is as follows:

	Female (%)	Male (%)
Lower Quartile	93.5	6.5
Lower Middle Quartile	89.3	10.7
Upper Middle Quartile	82.1	17.9
Upper Quartile	71.3	28.7

4. No employees working within the Trust have received bonus pay.
5. Workforce demographics –
 - a. 3.32% of employees working within the Trust are remunerated at a rate of more than £30 p/h. 57.7% of the highest earners are female.
 - b. 18.64% of employees working within the Trust are remunerated on a mid-range pay scale, i.e. between £15-30 p/h. 78% of the mid-range earners are female.
 - c. Female workers fill the majority of lower paid positions, such as cleaners and lunch time supervisors. The majority of support and admin roles are also held by female staff. Premises staff are predominantly male.
 - d. The Central Team represents 0.76% of the workforce. All roles are filled by female staff.
6. For pay purposes, all positions within the Greensand Multi-Academy Trust are aligned in accordance with the Trust's Pay Policy, taking into consideration the School Teachers' Pay and Conditions Document and the Local Authorities Pay framework.

Signed:


Business Director

Date: 26th February 2021