

2025-2026 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 gap; the mean and median gender bonus gap; 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

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. It represents the difference between the female mean hourly rate of pay and the male mean hourly rate of pay.

The Trust's mean gender pay gap indicates that a women's hourly rate is 25.08% lower than a man's, this means when comparing mean hourly rates, female employees earn approximately 0.75p for every £1.00 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).

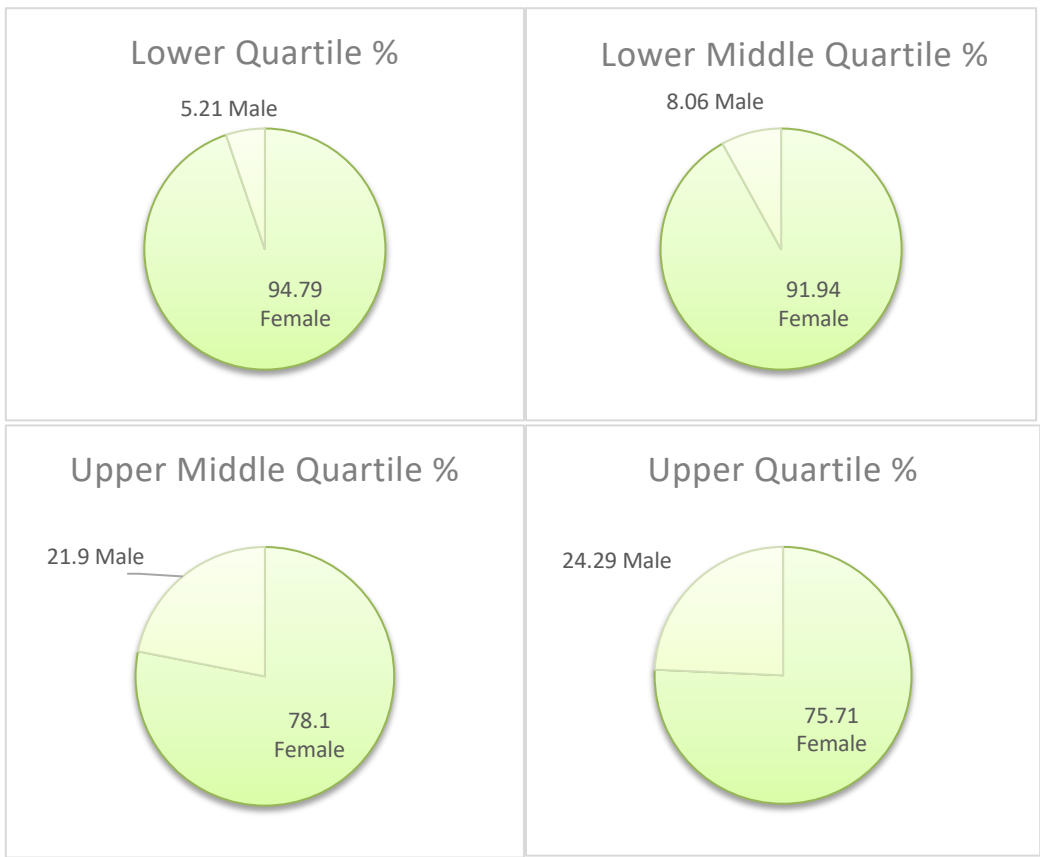
The Trust’s median gender pay gap indicates that a woman’s hourly rate is 46.06% lower than a man’s, this means that when comparing median hourly rates, women earn approximately 0.54p for every £1.00 earned by a man.

Percentage of Men and Women Receiving Bonus Pay:

This calculation should show the percentage of men and women who received bonus pay in the 12 months ending 31 March 2026. However, no male or female employees working within the Trust have received bonus pay during this reporting period.

Quartile Bands:

The proportion of male and female full pay employees in each of the four quartile bands is illustrated below. The pie charts show the Trust has a much higher percentage of female employees working across all four pay quartiles. They also reflect the higher number of male workers remunerated in the top two quartile bands, which correlates with the higher number of males employed in teaching and leadership roles, and the different rates of pay reflected in the support staff pay framework (in accordance with the Surrey County Council Job Family pay bands and the Green Book) and the teaching and leadership pay scales set out in the School Teacher Pay and Conditions framework.



Context and Key Considerations

For pay purposes, all positions within 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.

85.14% of the workforce is female and males represent just under 15% of employees. This gender imbalance is particularly pronounced in lower-paid support roles (e.g. midday supervisors, LSAs, exam invigilators, cleaners), where female representation exceeds 90%. This exerts downward pressure on female average and median pay figures, even where equal pay rates apply within roles.

There is a higher representation of men in higher-paid roles, which significantly raises the male mean pay figure. However, when splitting the raw data based on the support staff and teaching and leadership workforce, the figures are represented as follows:

<u>Support Staff</u>		<u>Teaching and Leadership Workforce</u>	
Mean:	5.72%	Mean:	7.68%
Median:	16.88%	Median:	6.81%

This indicates the overall mean gender pay gap is largely driven by structural considerations and role distribution, rather than contractual pay differences or any evidence of unequal pay for equal roles.

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 Greensand Multi Academy Trust.



Signed:

Date: 9 April 2026

Wendy Hill, Finance and Operations Director