



Gender Pay Gap Reporting

Overview

Gender pay reporting legislation (*The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017* and *The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017*) requires all employers with 250 or more employees to publish statutory calculations each year, showing the difference in the average pay between all men and women in the workforce.

Results

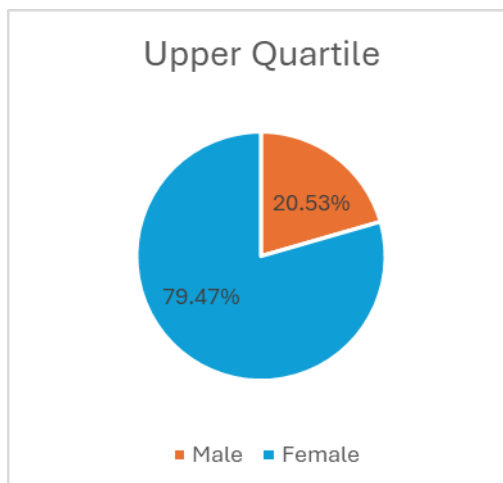
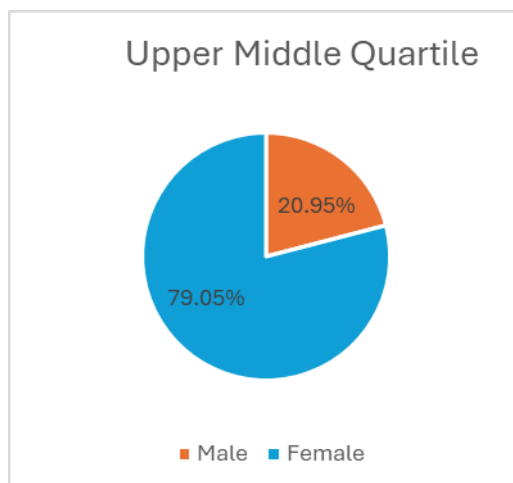
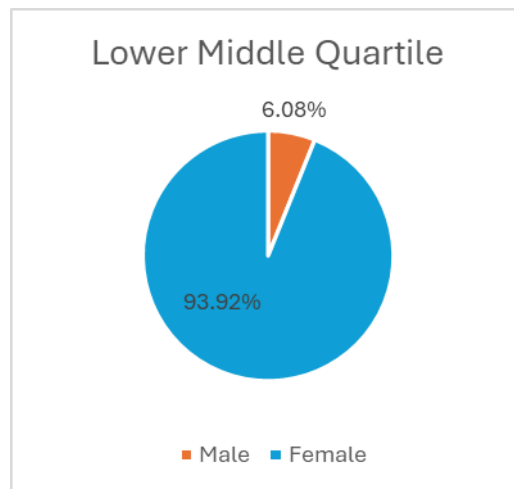
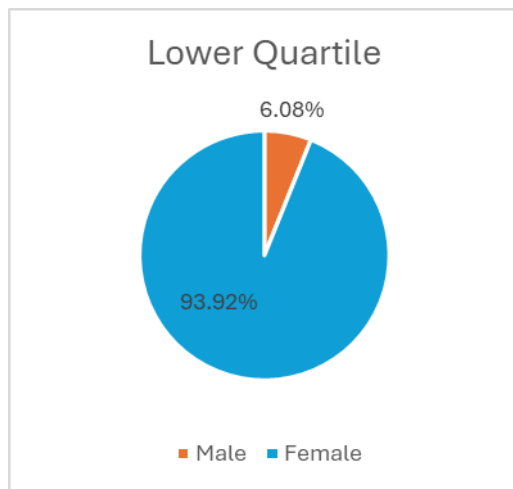
The results for Great Heights Academy Trust as at the “snapshot” date of 31st March 2023 are shown below:

There are significantly more females employed by the Trust than there are males, which is statistically the case in the education sector nationally. Within the Trust, this equates to: **Female 91% - Male 9%**.

Great Heights Academy Trust uses the School Teachers Pay and Conditions (STPCD) which are released annually by the DfE and the National Joint Council (NJC) pay scales for local government services.

Quartiles

Part of the reporting process requires the division of employees into four equal quarters to reflect pay. This is reported below in **lower, lower middle, upper middle and upper** quartiles.



Further analysis into staffing areas such as **Teaching, Support staff and Catering and Cleaners** is shown below:

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Teachers	26% Male 74% Female	16.3% Male 83.7% Female	18% Male 82% Female	28.6% Male 71.4% Female
Support Staff	6% Male 94% Female	2.4% Male 97.6% Female	7.2% Male 92.8% Female	21.7% Male 78.3% Female
Caterers and Cleaners	6.7% Male 93.3% Female	0.0% Male 100% Female	13.3% Male 86.7% Female	12.5% Male 87.5% Female

The gender split for Medium and Mean

The overall results show a 26.3% mean pay gap and 43.5% median pay gap. However, much of this is attributable to the fact that the vast majority of caterers and cleaners are female employees with a low end pay scale. This is reflected in the detailed analysis below.

The support staff results reflect the fact that lower end salary rates are earned by females who are attracted to part time roles, which tend to require a lower level of skill. This has widened the pay gap. In addition, a higher proportion of female staff use the salary sacrifice 'Kiddivouchers' scheme (8 females and 2 males), which has the effect of reducing the gross pay included in the calculations.

It is of note that, at the "snapshot" date, the majority of the Leadership Team across the Trust was made up of females.

	Mean Pay Gap	Median Pay Gap
Male	£26.56	£22.09
Female	£19.57	£12.47
	26.3% lower for females	43.5% lower for females

	Mean Pay Gap	Median Pay Gap
Teachers	1.4%	3.2%
Support Staff	13.6%	18.9%
Caterers and Cleaners	-2.2%	1.8%

Plans to Reduce the Gap

- Introduction of menopause and perimenopause guidance to support women.
- Recruit senior roles with flexibility, i.e., job share, flexible working, family friendly policies etc.
- Ensure clear and fair process for how salaries/bands are set.
- Analyse retention, exit interviews and staff surveys by gender.
- Ensure senior leaders have an understanding of gender pay gap across the Trust when succession planning, identifying barriers to progression.