

Gender Pay Gap Report



1st April 2018

The Greenshaw Learning Trust is firmly committed to gender equality in all aspects of its work.

As an employer with more than 250 employees, the Trust is required by law to publish an annual Gender Pay Gap report on its website and on the government's online reporting service.

The law requires a snapshot of workforce and pay data based on information as of 31st March 2017. At this time Greenshaw Learning Trust consisted of a central Trust team and a family of six schools, with 668 employees, 167 of which were male and 501 of which were female. Our schools are located across three Local Authorities and cover two different national geographic pay scales, Outer London and Fringe.

The following figures have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 ('the Regulations'):

- **The mean gender pay gap for the Trust is 25.4%**
- ***The mean hourly rate for male employees was calculated at £16.28 compared to £12.14 for female employees.***
- **The median gender pay gap for the Trust is 39.6%**
- ***The median hourly rate for male employees was calculated at £15.27 compared to £9.23 for female employees.***

In addition, the Regulations require the following data to be published:

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male	37.7%	31.5%	15.6%	15.1%
(Number of Employees)	(63)	(53)	(26)	(25)
Female	62.3%	68.5%	84.4%	84.9%
(Number of Employees)	(104)	(115)	(141)	(141)

The Regulations also require bonus payment information to be published, however this is not applicable as the Greenshaw Learning Trust does not make bonus payments.

The Trust is committed to the principle of equal opportunities and equal treatment for all employees and has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender. All teaching staff are paid in line with School Teachers Pay and Conditions and all support staff are paid in line with the National Joint Council (NJC) Pay and Conditions.

Context for the Greenshaw Learning Trust workforce;

- The Trust workforce is predominantly female.
- Due to flexible working opportunities such as casual, part time and term time working contracts offered by the Trust, many of the roles are undertaken by female employees who chose to spend valuable time at home with their children and families during the school holidays.
- Roles such as invigilation, mid-day supervision, catering, cleaning, administration and classroom support all fall into the lower and lower middle quartile.
- The hourly rate for a vast majority of employees is reduced as it is calculated pro-rata depending on the actual number of hours and weeks worked and not the full time equivalent salary.
- Roles such as invigilation, mid-day supervision, catering, cleaning, administration and classroom support are predominantly undertaken by female employees, whereas roles such as site management, grounds maintenance and IT support are predominantly undertaken by male employees.
- The vast majority of catering and cleaning employees are employed directly by the Trust and a small minority are out-sourced.
- On 31st March 2017, the Trust's senior team comprised of five male executives, five out of six of our headteachers were female, and all schools had an equal blend of male and female senior and middle leaders.

Our commitment to bridge the Gender Pay Gap

Whilst it is important to note that our gender pay gap does not stem from paying male and female employees differently for the same equivalent work, in order to close the gender pay gap Greenshaw Learning Trust is committed to the following:

- To offer a programme of support for all maternity and adoption returners.
- To continue to consider the opportunity for all maternity and adoption returners to remain in leadership positions.
- To continue to ensure all employees, both male and female are in receipt of professional development regardless of their working patterns.
- To ensure that all employees have the opportunity to attend leadership programmes.
- To continue to support flexible working plans that enable all staff to fulfil their career aspirations irrespective of personal circumstances.
- To implement a career development path for support staff.

- To develop a strategy that ensures the Apprenticeship Levy is fully utilised both to upskill and retain our existing staff and to recruit into apprenticeship roles.
- To ensure that all vacancies within the Trust are advertised in a transparent manner to ensure there is equal opportunity for all employees.
- To continue to monitor and benchmark salary levels across the Trust to ensure they are applied consistently and fairly.

I can confirm that the information above has been prepared using our payroll data and fairly represents the Gender Pay Gap for all schools and the central Trust team as of 31st March 2017.

A handwritten signature in black ink, appearing to read 'Jenny Cain', written in a cursive style.

Jenny Cain
Head of Human Resources