



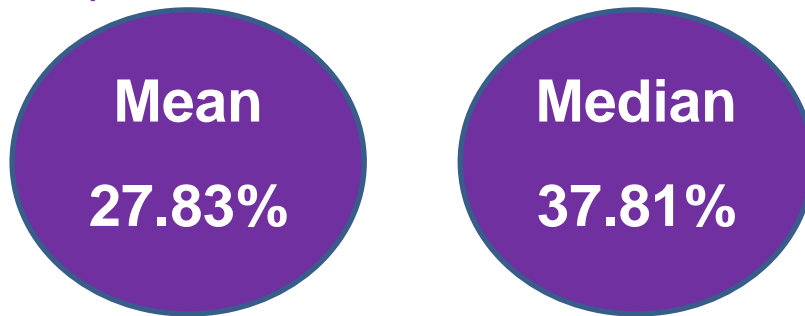
GREENWOOD ACADEMIES TRUST

2017 GENDER PAY GAP REPORT

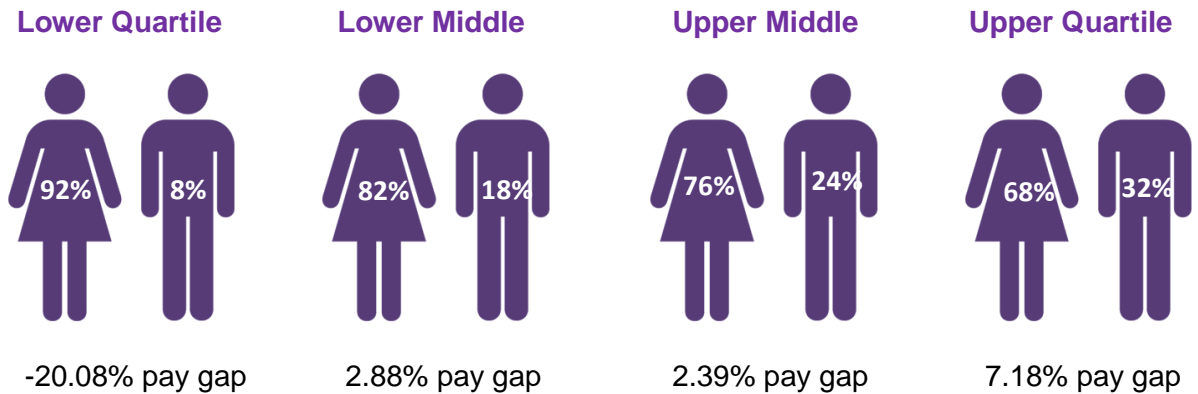
The Greenwood Academies Trust currently has 32 open academies educating approximately 16,000 pupils across eight local authority areas including Nottingham City, Nottinghamshire, Leicester City, Northamptonshire, Peterborough, Lincolnshire and Central Bedfordshire, employing all staff and managing the finances and other central services for the Academies in the group.

This Gender Pay Gap Report is based on relevant data as at 31 March 2017, for a total of 2751 staff, with 2189 (80%) being female and 562 (20%) being male. Whilst this shows a gap, we are confident that men and women are paid within the specified pay ranges for doing equivalent jobs across the Trust.

Our Pay Gender Gap is as follows:



The proportion of males/females in each quartile pay band is as follows:



Narrative:

- We are passionate about equality and inclusion and are committed to reducing our gender pay gap.
- In line with the national picture across the Education Sector, Greenwood Academies Trust’s workforce is 80% female. Whilst we recognise that our gender pay gap is higher than the national average, our strategy is to create flexible opportunities to allow all staff to develop life/work balance, focusing on career development opportunities within the upper quartiles, creating role models, whilst pushing back on stereotypes and cultural norms.

Wayne Norrie, Chief Executive.

January 2018.

‘Be Inspired’