



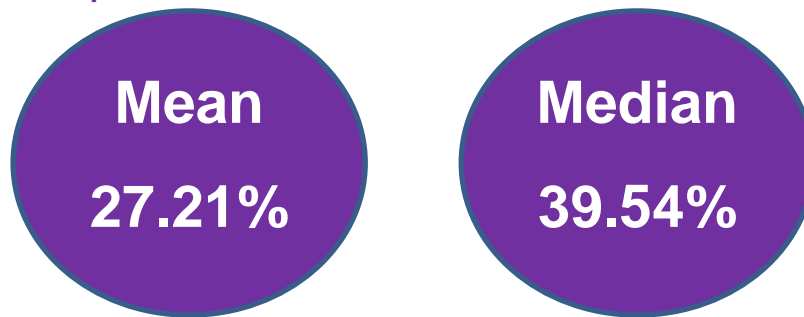
## GREENWOOD ACADEMIES TRUST

# 2018 GENDER PAY GAP REPORT

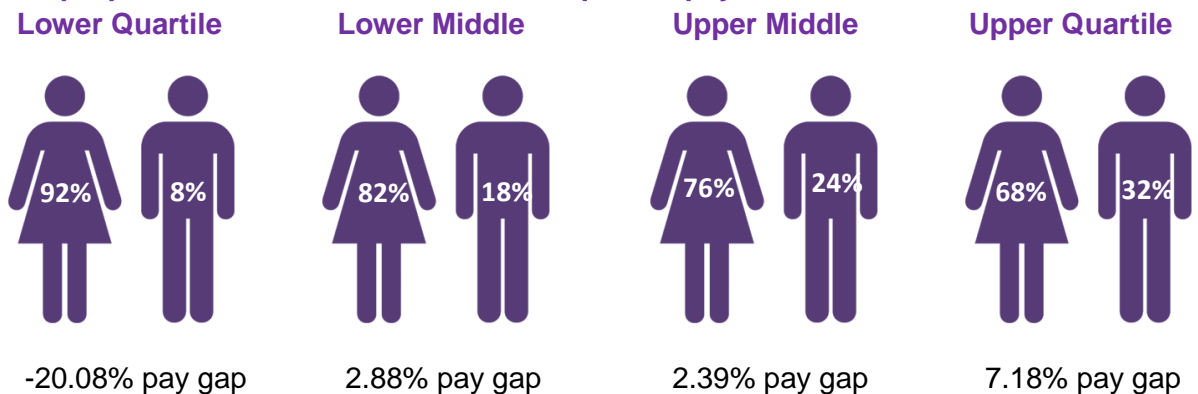
The Greenwood Academies Trust, at the time of reporting, has 34 open academies educating approximately 16,000 pupils across eight local authority areas including Nottingham City, Nottinghamshire, Leicester City, Northamptonshire, Peterborough, Lincolnshire and Central Bedfordshire, employing all staff 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 2018, for a total of 2713 staff, with 2173 (80%) being female and 541 (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:

Our organisation’s guiding principles are fairness, equality and inclusivity. These are reflected across all our recruitment and HR practices, and our employees, regardless of gender, are paid within the same specified pay ranges for equivalent jobs across the Trust.

The culture within the Trust positively encourages flexible working, and we promote the importance of a good life/work balance, with a high number of our team working in part-time support roles.

Wayne Norrie, Chief Executive.

March 2019.

*‘Be Inspired’*