



GREENWOOD ACADEMIES TRUST

2020 GENDER PAY GAP REPORT

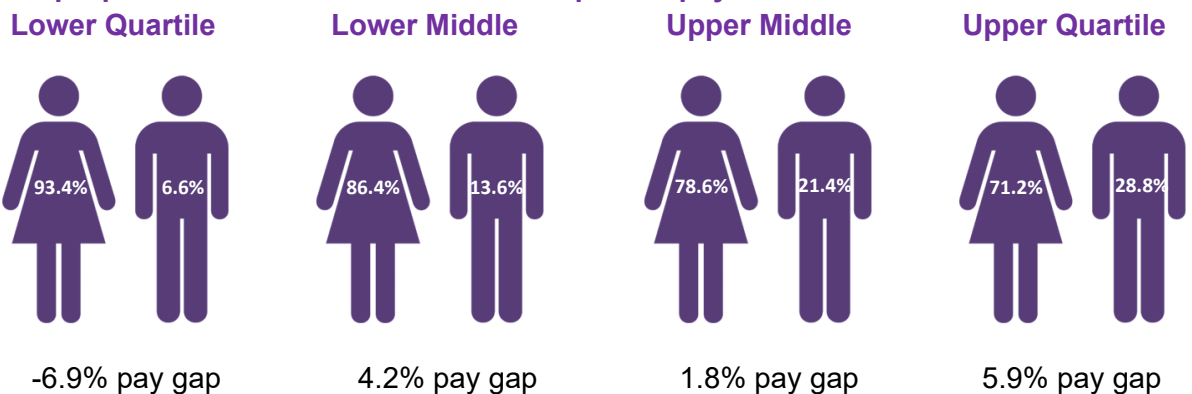
The Greenwood Academies Trust, at the time of reporting, has 36 open academies educating approximately 17,000 pupils across seven local authority areas including Nottingham City, Nottinghamshire, Leicester City, Northamptonshire, Peterborough, Lincolnshire and Central Bedfordshire, employing all staff 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 2020, for a total of 2897 staff, with 2359 (81.4%) being female and 538 (18.6%) 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 People practices and our employees, regardless of gender, are paid within the same specified pay ranges for equivalent jobs across the Trust.

Our aim is to create a great place to work, as such we positively encourage flexible working, and 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 2020.

‘Be Inspired’