

GENDER PAY GAP REPORT

PUBLISHED MARCH 2024

BASED UPON DATA SNAPSHOT ON 31 MARCH 2023



GREENWOOD
ACADEMIES TRUST

The Greenwood Academies Trust (GAT), at the time of reporting, has 37 academies educating over 18,000 pupils across seven local authority areas of the East Midlands, stretching from Mansfield in the north to Northampton in the south, from Leicester in the west to Skegness in the east.

GAT is an equal opportunities employer. We support the fair treatment of all staff, irrespective of gender through our transparent recruitment, pay, and professional development processes.

This report was published in March 2024, based upon data from 31 March 2023 as required under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. GAT does not pay bonuses therefore this data is not included within this report.

2023 SUBMISSION

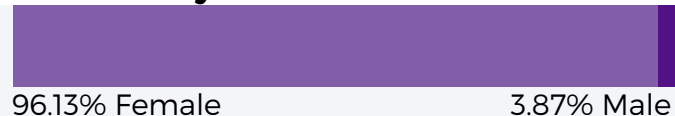
Mean and Median Gaps

The overall mean and median pay gap between men and women, based on a snapshot of data at the 31 March 2023, were as follows:

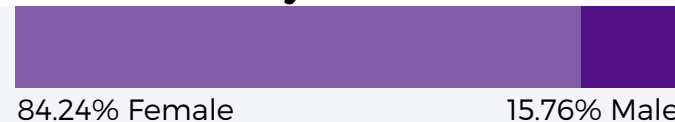
Mean: 27.19% Median: 43.42%

By Pay Quartile: ■ Female ■ Male

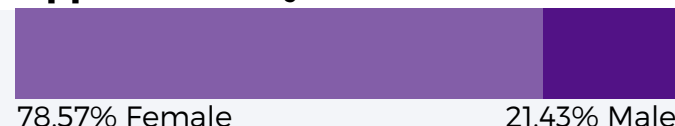
Lower Pay Quartile



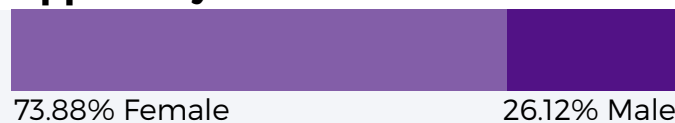
Lower Mid Pay Quartile



Upper Mid Pay Quartile



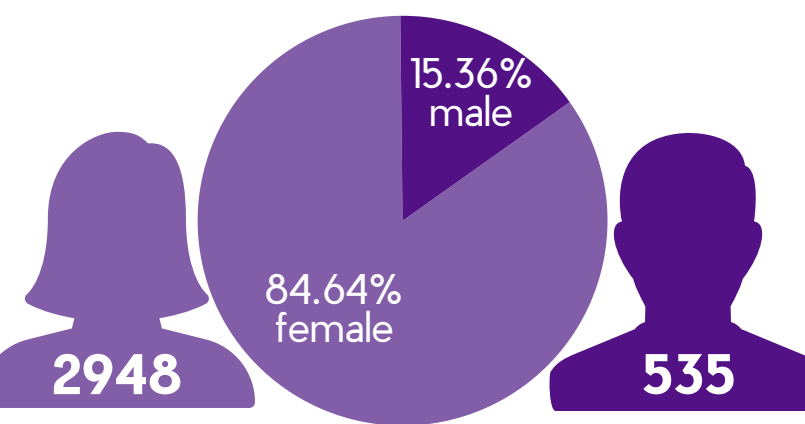
Upper Pay Quartile



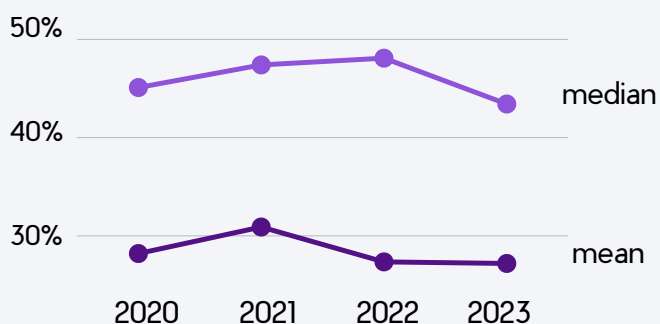
Our workforce comprises a wide variety of roles, including directors, advisers, teachers, other qualified professionals, clerical, catering and other manual positions. The range of pay reflects the many and varying roles within the Trust.

Our workforce remains predominantly female with 85% of all colleagues being women, which is typical of the education sector. Employment opportunities within the lower pay quartiles are open to both men and women. However, our data shows that our lowest quartiles have very low numbers of male employees, with men making up only 3.87% of the lowest paid roles.

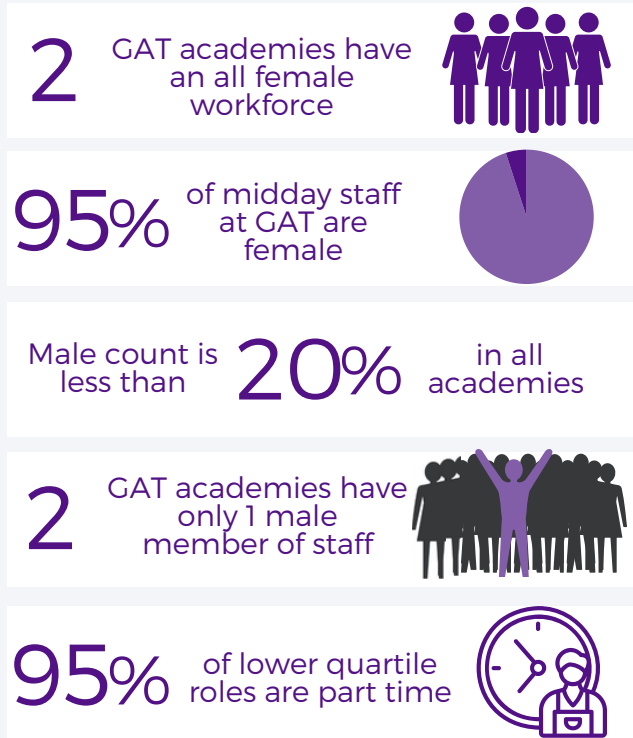
GAT HAD 3,483 EMPLOYEES ON 31 MARCH 2023



GPG PROGRESS 2020 - 2023



The gender imbalance in the lower quartiles impacts the difference in average pay between all men and women in our workforce. This type of over representation of a demographic group within a certain job category, known as occupational segregation, is a real issue within the school sector nationally, where there is a much higher percentage of female workers in certain quartiles, as highlighted by the following facts:



Many of the roles in the lowest quartiles are support staff positions such as Midday Supervisors, Cleaners, Receptionists and Administrators; positions that often attract people looking for roles to fit childcare arrangements. Culturally, this disproportionately applies to more women than men. 95% of roles in our lower quartile are also worked part time/term time only, thereby further reducing the pay of our predominantly female held, lowest paid roles.

Opportunities are open to all colleagues, as shown by the proportion of women represented in the upper-middle and upper pay quartiles. Culturally, the primary phase tends to have more female Principals, where salaries are lower in comparison with headships in secondary academies.

Measures are in place, across all recruitment and People practices, to ensure that men and women are paid within the same specified pay ranges for performing the same job role.

We use pay scales for all teaching staff, that are aligned with the minimum and maximum of each pay scale within Teachers Pay and Conditions Document, which is reviewed annually. Our support staff pay scales are set by National Joint Council for Local Government Services.

We are committed to providing equality of opportunity for all colleagues and reducing the pay gap, whilst acknowledging the wider societal, cultural and economic factors beyond our control.

Our commitment

- Future analysis of our workforce data broken down by different employment groups may help us to understand and challenge our pay gap further and provide a more accurate reflection of the Gender Pay Gap for the Trust.
- We've implemented automatic progression for teaching staff which impacts on a higher proportion of females across the Trust.
- We'll ensure the principles of fairness, equality and inclusivity underpin our policies and are actively pursued.
- We'll develop organisational culture to support flexible working and consider how family friendly policies can be maximised (especially at senior level).
- We'll continue to ensure that decisions made in relation to pay, recruitment and development are scrutinised and can be evidenced against clearly defined criteria.
- Equality will be integrated into the Trust's strategic aims and operations.
- We'll understand and tackle the different barriers which could lead to unequal outcomes for different colleagues.

I can confirm that the information collated in the report has been drawn from our payroll records and is an accurate reflection of the position relating to gender pay in our Trust.



Wayne Norrie, Chief Executive. March 2024