

## Gender pay gap analysis

As an employer of over 250 staff, the GDST Academy Trust is required to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and is required to publish the results on the organisation's and on the Government websites ([www.gov.uk](http://www.gov.uk)) within one calendar year of 4th April 2017. This report sets out our gender pay gap position and our intended approach for the future.

### About us

The GDST Academy Trust has two academies, the Belvedere Academy in Liverpool and Birkenhead High School Academy in the Wirral. Both academies were rated as outstanding by Ofsted at their last inspections. The Academy Trust is supported by and has close links with its sponsor, the Girls' Day School Trust (GDST).

Girls from the ages of three to eighteen are offered the opportunity to develop into confident, articulate, aspiring and responsible young women, equipped to tackle life's challenges and to forge an exciting and fulfilling future for themselves.

As part of the GDST family, the Academy Trust has worked continuously to address the gender imbalances in society, and continues to do so. We give our pupils the passion, inspiration and courage to break through gender barriers and stereotypes by encouraging involvement in science, technology, engineering and maths and by dispelling some of the myths that surround these areas of study and work.

### Understanding the gap

The gender pay gap and equal pay are not the same thing.

Equal pay is about ensuring that people have the same pay or range of pay for work deemed of equal value. The Academy Trust operates strong role evaluation procedures, and recruits in a fair and appropriate way that ensures the most suitable candidates are selected for roles. We are satisfied that there is equal pay for equal value of work at the Academy Trust schools. As an employer we will continue to ensure the most equal participation of women and men in all areas of work that we can, at all levels, and continue to ensure equal access to the same career progression.

The gender pay gap is much more influenced by the distribution of roles held by men and women across different areas of work. Gender pay analysis seeks to understand the causes of any gaps that arise.

An organisation can have completely fair and appropriate pay processes but still have a pay gap one way or the other because men and women are unevenly distributed in jobs across the workplace.

## Our gender pay gap results

The GDST Academy Trust has a gender pay gap of 19.1% mean and 24.8% median in favour of men. This is slightly higher than the education sector mean of 18.3% and lower than the education sector median of 26.4%.

It is disappointing to find that the Academy Trust has a gender pay gap, especially given who we are and what we do.

## What do the results mean?

The GDST Academy Trust has a small (269 employees included in this report) but largely female workforce (81% female, 19% male). Our analysis of the results (see tables below) shows that men are represented to a higher degree in the two upper quartile pay ranges compared to the average across the organisation. There are proportionately more men in senior roles such as associate principal, faculty head and subject head. There are proportionately more women employees in the lower quartile pay ranges in roles such as catering, cleaning and lunchtime assistants. This is why we have a gender pay gap in favour of men.

## What can we do?

We recognise that resolving the gender pay gap is not something we are going to be able to achieve quickly, and that to make improvements, we must seek long-term change through effective long-term strategies. We do not believe there is a need for dramatic reinvention of any of our pay structures or processes, as this is not where the problem lies. Rather, we will continue to engage in processes designed to help women within the organisation develop and grow so they can begin to erode the male dominance in certain areas. Specifically this will include:

- Using the data we have gathered in the process of reporting on gender pay differences to identify as accurately as possible where this exists, to inform our future strategy on reducing the gap.
- Continuing our programme of mentoring, coaching and development for aspiring leaders, especially women in the two upper quartiles where they are under-represented.
- Reviewing our family friendly policies to ensure that women returners are not disadvantaged in career prospects or progression.
- Reviewing our recruitment processes and training to eliminate unconscious and affinity bias.

**Cheryl Giovannoni**

Trustee

March 2018

## Mandatory metrics – GDST Academy Trust

### Hourly rates

Mean	Median
19.1%	24.8%

The GDST Academy Trust's 19.1% mean gender pay gap is higher than the education sector\* mean average of 18.3 % and at 24.8% median is lower than the education sector\* median 26.4%.

\*Office of National Statistics 2017

### Bonuses

Mean	Median
84.7%	84.7%

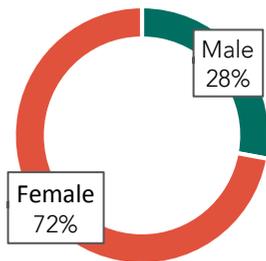
The number of employees at GDST Academy Trust receiving a bonus is very low. Three employees received a bonus in the reporting period (two men and one woman). The gender bonus gap is high due to:

- The pool is statistically very small, so a significant variance in the gender bonus gap is to be expected.
- Annual bonuses are paid to the academy principals providing agreed performance targets are met. In the reporting period, only one bonus was paid (to a man) as the other principal (a woman) retired in the period.

3.8% of men received a bonus  
0.3% of women received a bonus

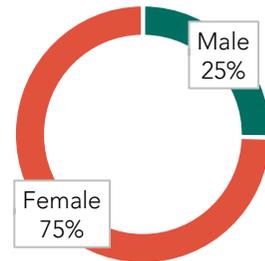
### Gender pay quartiles

Top quartile



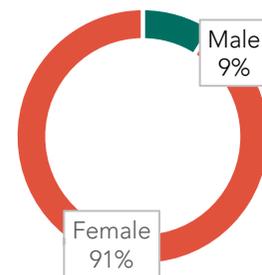
■ Male ■ Female

Upper middle quartile



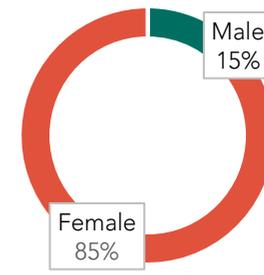
■ Male ■ Female

Lower middle quartile



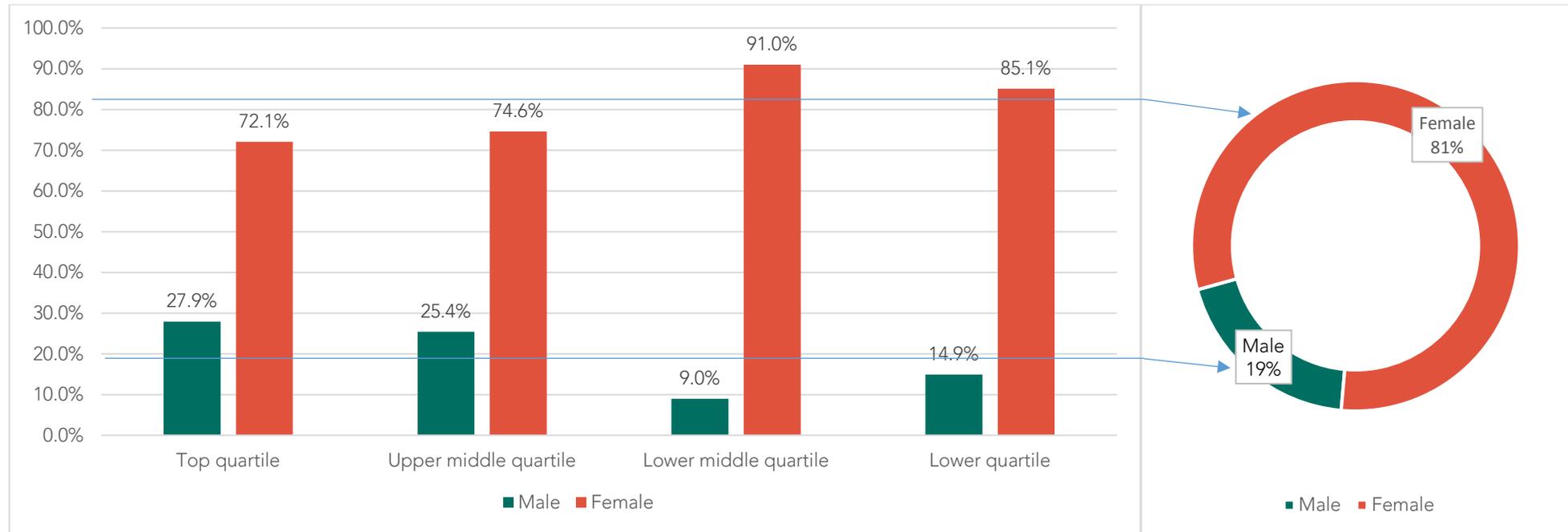
■ Male ■ Female

Lower quartile



■ Male ■ Female

## Quartiles and male/female split



The GDST Academy Trust workforce as of 5<sup>th</sup> April 2017 was made up of 217 (81%) female employees and 52 (19%) male employees.

Nine employees on maternity leave were excluded from the data set.

We have proportionately more men in the two upper quartiles and proportionately more females in the two lower quartiles and these are the main causes of our pay gap. The two upper quartiles include a number of senior level roles which are occupied by a higher number of men than women. The two lower quartiles include a range of support roles in areas such as catering, cleaning and lunch time assistants. These roles are occupied by a higher number of women than men.