

## Gender Pay Gap Analysis

As an employer of over 250 staff, the GDST Academy Trust is required to report annually on our gender pay gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, and to publish the results on both our own and the government's websites. 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 Wirral. Both academies were rated as outstanding by OFSTED at their last inspections. The Academy Trust is supported by and has close links with our 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 works continuously to address gender imbalances in society. We give our pupils the passion, inspiration and courage to break through gender barriers and stereotypes by, for example, developing their leadership skills and encouraging involvement in science, technology, engineering and maths.

### 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 pay range for work of equal value.

Gender pay analysis is more about the distribution of roles held by men and women across all areas of work and the causes of any gaps that arise as a result.

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

### Our gender pay gap results

The GDST Academy Trust's gender pay gap is 27.9% mean and 28.6% median. These are higher than the education sector<sup>1</sup> mean of 17.3%, and median of 25.9%. As stated above, this is not about equal pay: the Academy Trust operates strong role evaluation

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<sup>1</sup> Annual Survey of Hours and Earnings, ONS 2018

procedures, and recruits in a fair and appropriate way so that the most suitable candidates are selected for roles. We are satisfied that there is equal pay for equal value of work in the Academy Trust. Nonetheless, it is unacceptable that the Academy Trust has this gender pay gap. As an employer, we will continue to drive a more equal participation of women and men in all areas of work and at all levels, and ensure equal access to the same career progression.

## What do the results mean?

Our analysis (see tables below) shows that proportionally more men are represented 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, and more women in roles such as catering, cleaning and lunchtime assistants. This is why we have a gender pay gap in favour of men.

## What are we doing?

Addressing the gender pay gap is not something we are going to be able to resolve quickly, and to make improvements, we must seek long-term change through effective long-term strategies. A dramatic reinvention of our pay structures or processes is not needed, as this is not where the problem lies. Rather, we will help women within the organisation develop and grow so we can begin to improve the balance of women in certain areas. This will include:

- Using this data to inform our future strategy on reducing the gap.
- Continuing programmes 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 2019

# Mandatory metrics – GDST Academy Trust

## Difference in hourly rate between men and women

Mean	Median
27.9%	28.6%

The GDST Academy Trust’s 27.9% mean gender pay gap is higher than the education sector\* mean average of 17.3% and at 28.6% median is higher than the education sector\* median 25.9%.

\* Annual Survey of Hours and Earnings, ONS 2018

## Difference in bonus between men and women

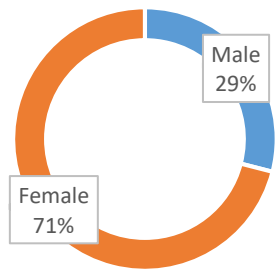
Mean	Median
48.1%	48.1%

An annual bonus is paid to the two Academy principals (one man with over 12 years’ service, and one woman then new in post) providing agreed performance targets are met. As the pool is statistically very small a significant variance in the gender bonus gap is to be expected.

1.9% of men received a bonus  
0.4% of women received a bonus

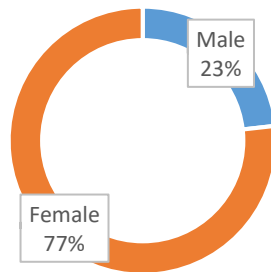
## Gender distribution by pay quartiles

Top quartile



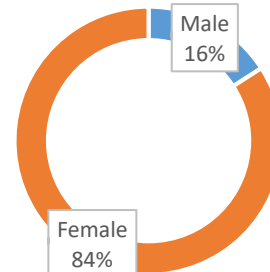
■ Male ■ Female

Upper middle quartile



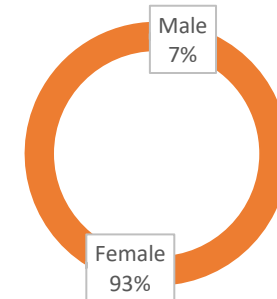
■ Male ■ Female

Lower middle quartile



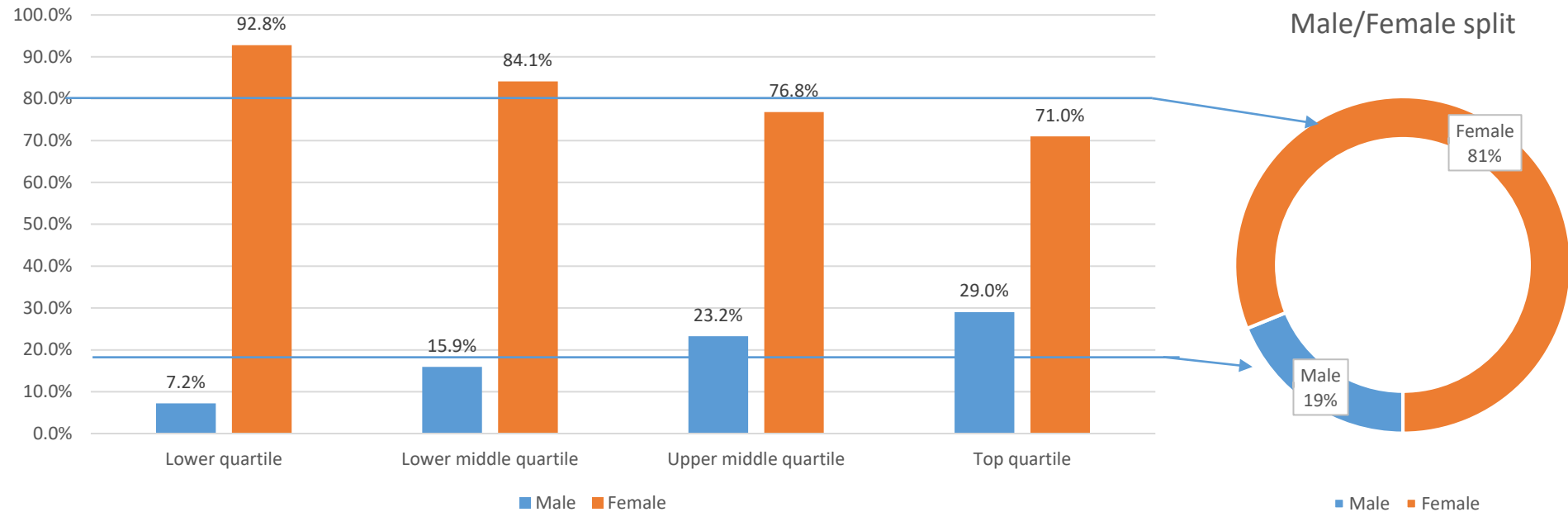
■ Male ■ Female

Lower quartile



■ Male ■ Female

## Quartiles and male/female split



The GDST Academy Trust workforce as of 5 April 2018 was made up of 224 (81%) female employees and 52 (19%) male employees; 24 female 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 proportionally 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.