

Gender pay gap analysis

As an employer of over 250 staff, the Girls' Day School Trust (GDST) 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 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 is the UK's leading family of independent girls' schools, with 23 independent girls' schools, of which 12 are in London, and the rest spread throughout England and Wales. We also have two academies under another charitable company whose results are reported separately. The GDST Trust Office provides a range of central services and is based in London.

The GDST's continued commitment to closing the gender pay gap

We have one vision: to be shapers of the future of girls' education; and one purpose: to help every girl learn without limits.

The academic results we achieve are among the best in the country, but we also aim to ensure that the young women leaving our schools for university and the world beyond have the confidence and courage to thrive wherever their futures take them, and to challenge inequalities wherever they find them. We give our pupils the passion, inspiration and courage to break through gender barriers and stereotypes by developing their leadership skills, and by encouraging their involvement in science, technology, engineering and maths. In this way, the GDST has worked continuously to address the gender imbalances in society and continues to do so through the work we do in our schools.

Our gender pay gap results

The GDST has a gender pay gap in favour of men of 3.1% mean and 1.8% median. This is a moderate change from the results from April 2017 when these were 4.5% and 1.1% respectively. Compared to the national (17.1% mean, 17.9% median)* and education sector averages (17.3% mean and 25.9% median)*, this is a good position from which to work effectively to reduce our gender pay gap to zero.

The GDST operates strong role-evaluation procedures and recruits in a fair and appropriate way. We are therefore satisfied that we have equal pay for equal value of work. As an employer we will continue to ensure the most equal participation of women and men that we can achieve in all levels and areas of work, and equal access to career progression.

*Annual Survey of Hours and Earnings, ONS 2018

What do the results mean?

Our analysis (see tables below) shows that men are represented to a slightly higher degree in the upper quartile pay range compared to the average across the organisation. This is why we show a small gender pay gap in favour of men.

What are we doing?

The GDST's gender pay gap has closed slightly since April 2017, though as we are only one year in to the reporting process, we cannot attribute this to any specific interventions. However, we are not complacent and believe there is a lot we can do to improve things over the years to come. Addressing this small gender pay gap will, we believe, take approximately three to five years to take effect. To improve, we will seek steady change through effective long-term strategies that improve the balance of women in certain areas at certain grades. Our action plan includes:

- Using the data we have gathered in the process of reporting on gender pay differences to identify as accurately as possible where our pay gap exists, and inform our future strategy on reducing the gap.
- Continuing programmes of mentoring, coaching and development for aspiring leaders, especially women in the upper middle quartile.
- Continuing review of our family-friendly policies and associated practices to ensure that women are not disadvantaged in career prospects or progression, for example, when seeking flexible working arrangements.
- Continuing to refine our recruitment and selection processes and training to ensure unconscious and affinity bias are eliminated, recruitment campaigns for all roles attract an appropriate and balanced pool of candidates, and pay offers accurately reflect relative expertise.

Cheryl Giovannoni
Chief Executive
March 2019

Mandatory metrics

Difference in hourly rate between men and women

3.1%

Mean gender pay gap

1.8%

Median gender pay gap

The GDST has a 3.1% mean gender pay gap in favour of men. This is significantly lower than the education sector average of 17.3%*. The 1.8% median in favour of men is considerably lower than the education sector median gap of 25.9%*.

*Annual Survey of Hours and Earnings, ONS 2018

Difference in bonus between men and women

-48.5%

Mean gender bonus gap

-50.2%

Median gender bonus gap

The mean average bonus pay for female employees is 48.5% higher than their male counterparts at the GDST. The median average bonus paid to women is 50.2% higher than their male counterparts, reflecting the statistical predominance of women in this group. As the pool is statistically very small, small changes have great impact.

Who received bonus pay

0.6%

Of Women

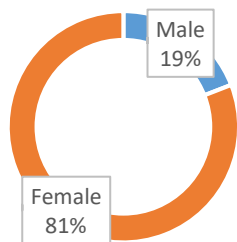
0.3%

Of Men

The GDST only pays a bonus to head teachers, a small population within the GDST, which is predominately female. 0.3% of men and 0.6% of women at the GDST received bonuses.

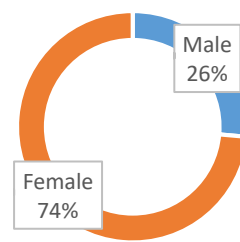
Gender distribution by pay quartiles

Lower quartile



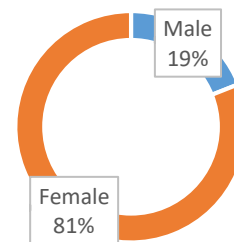
■ Male ■ Female

Lower middle quartile



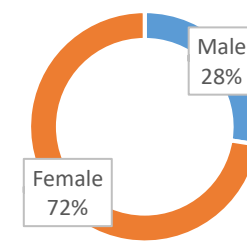
■ Male ■ Female

Upper middle quartile



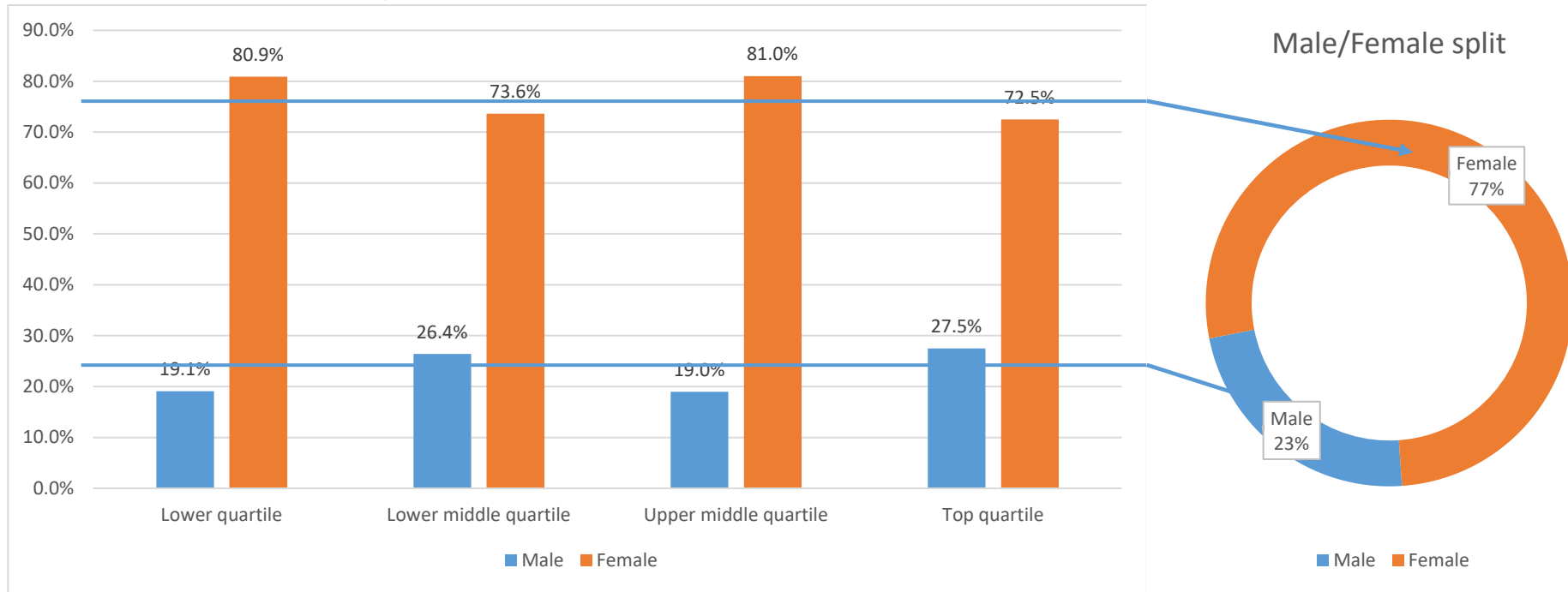
■ Male ■ Female

Top quartile



■ Male ■ Female

Quartiles and male/female split



The GDST workforce included in the survey as of 5 April 2018 was made up of 2,901 (77%) female employees and 867 (23%) male employees; 80 female employees on maternity leave were excluded from the data.

We have more men in the top quartile, and this is the main cause of our pay gap. This quartile includes a number of Trust Office roles in areas such as ICT, Estates and Innovation & Learning that are predominantly occupied by men.