

## 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 in favour of men is 12.8% mean and 30.0% median. The mean has fallen significantly since the last formal reporting period (27.9% in 2018) and is lower than the public education sector benchmark of 16%<sup>1</sup>. The median has increased from the 2018 figure of 28.6% and remains higher than the public education sector median of 21.3%<sup>1</sup>.

<sup>1</sup> Annual Survey of Hours and Earnings, ONS 2020

This does not mean that there is a difference in the pay men and women receive for the same role. The Academy Trust operates strong role evaluation 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. Further information about the steps we are taking to improve this can be found below.

## What do the results mean?

The GDST Academies had 273 employees on 1<sup>st</sup> April 2020 of whom 52 (19%) were male and 221 (81%) were female. Our analysis (see tables below) shows that there are proportionately more women in roles such as catering, cleaning, and lunchtime assistants. This is a significant factor as to why we have a gender pay gap in favour of men. As the proportion of staff receiving a bonus is small and entirely female for this report, there is no pay gap in bonuses.

## What are we doing?

It takes time to properly address the gender pay gap, 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 and address any obvious anomalies.
- 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 or affinity bias.

Cheryl Giovannoni

Chief Executive

October 2021

## Mandatory metrics

### Difference in hourly rate between men and women

**12.8%**

**Mean gender pay gap**

**30%**

**Median gender pay gap**

### Difference in bonus between men and women

**0%**

**Mean gender bonus gap**

**0%**

**Median gender bonus gap**

### Who received bonus pay

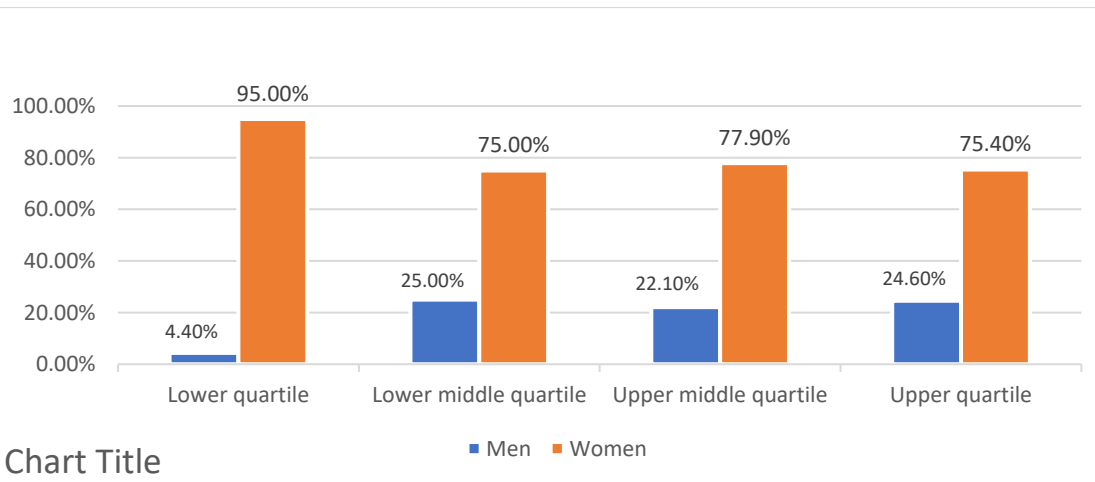
**0.4%**

**Of Women**

**0%**

**Of Men**

### Quartiles and male/female split

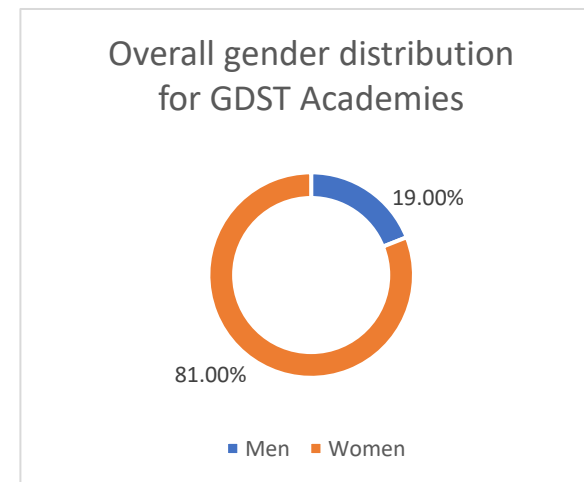


### Gender distribution by pay quartiles

As of 1<sup>st</sup> April 2020, the GDST Academies had a 12.8% mean gender pay gap in favour of men. This is significantly lower than the national figure of 16.8%<sup>1</sup>. The 30% median in favour of men is higher than the national figure of 22.1%<sup>1\*</sup>.

As the proportion of staff receiving a bonus is only 0.4% and for this report, entirely female, there is no pay gap figure for bonuses

The GDST Academies workforce included in the survey as of 5 April 2020 was made up of 273 people; 81% female and 19% male. We have more men in the upper quartile and lower middle quartiles, and many more women in the lower quartile than the average, and this is the main cause of our pay gap.



<sup>1</sup> Annual Survey of Hours and Earnings, ONS 2020