



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 position 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.

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 focuses on 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 has a gender pay gap in favour of men of 1.7% mean and 1.1% median. We are working hard to reduce this gap to zero. In the meantime, this is an improvement on the results from April 2019 when the mean and median were 6.1% and 1.7% respectively. Compared to the national position, (14.4% mean, 15.4% median)*, this remains a good position from which to continue work to reduce our gender pay gap to zero.

The mean bonus pay gap shows that women are receiving higher bonuses than men by 2.4%, while the median shows an 11.2% gap in favour of men. The difference between the two is a

phenomenon of the fact that fewer than 1% of our staff receive bonuses, so the data is prone to swings from one year to the next. We are completely satisfied that our approach to bonuses is equitable and appropriate.

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. Further details about this work are set out below.

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. The small data sample for bonuses means that the results are not a true indication of our equitable and appropriate approach.

What are we doing?

The GDST's gender pay gap has closed slightly since April 2019, although over the four years of reporting, the figures have fluctuated around the same area. It is clear that our practices are instrumental in achieving a very small gap, but addressing the remaining pay gap, however small, remains our challenge. To improve, we will seek steady change through effective long-term strategies that improve the balance of women in those areas where they are proportionally under-represented. Our action plan includes:

- Using the data we have gathered for general benchmarking and reporting on gender pay differences to identify where our pay gap exists, inform our future strategy on reducing the gap, and address any apparent pay anomalies.
- 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
October 2021

Mandatory Pay Gap metrics for the Girls' Day School Trust – Data as of April 2020 (reported October 2021)

Difference in hourly rate between men and women

1.7%

Mean gender pay gap

1.1%

Median gender pay gap

The GDST has a 1.7% mean gender pay gap in favour of men. This is significantly lower than the national figure of 14.4%*. The 1.1% median gender pay gap in favour of men is considerably lower than the national figure of 15.4%*.

*Annual Survey of Hours and Earnings, ONS 2020

Difference in bonus between men and women

-2.4%

Mean gender bonus gap

11.2%

Median gender bonus gap

The mean average bonus pay for female employees is 2.4% higher than their male counterparts at the GDST. The median average bonus paid to women is 11.2% lower than their male counterparts. As the pool is statistically very small, small changes have great impact. This remains positive compared to the national figures of 66.8% and 42.7% respectively.

Who received bonus pay?

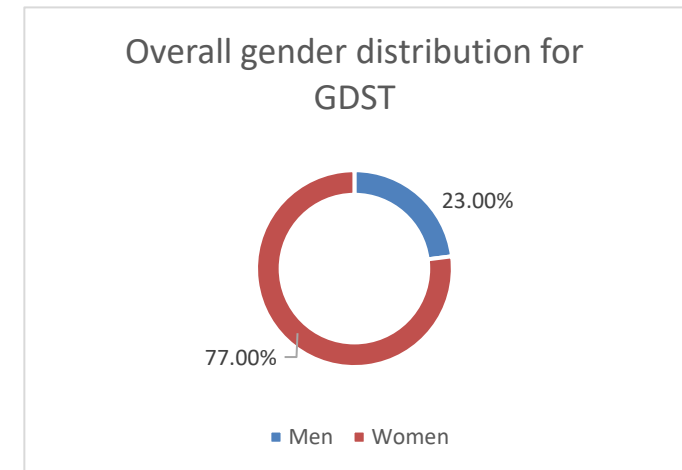
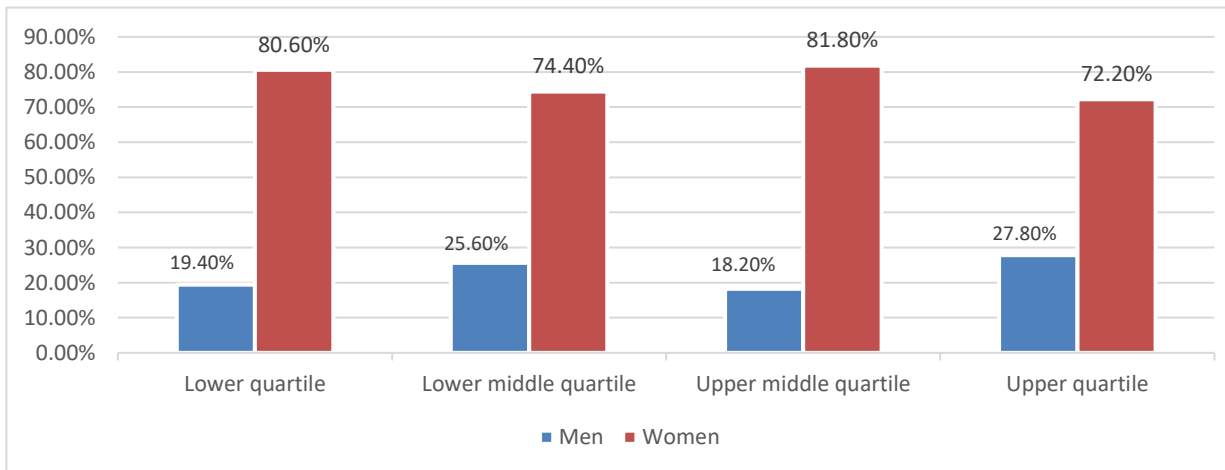
0.5%

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 0.5% of women at the GDST received bonuses. The difference between the mean and median for bonuses is due to the very small sample size and we are satisfied that our approach to bonuses is equitable.



The GDST workforce included in the survey as of 5 April 2020 was made up of 3943 people, 77% female and 23% male. We have a slightly higher proportion of men in the top quartile compared to the other quartiles and this is the main cause of the slight pay gap.