

## **Gender pay gap analysis: 2021**

As an employer of over 250 staff, the GDST Academy Trust 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 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 without a 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 Academies have a gender pay gap in favour of men of 11.4% mean and 28.7% median. We are working hard to reduce this gap to zero. In the meantime, there was a reduction in the gap from April 2020 - when the mean and median were 12.8% and 30.0% respectively. Compared to the national position, (14.4% mean, 15.4% median)\* the gap remains disappointing but the downward trend shows some promise.

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 Academies' gender pay gap has decreased slightly since April 2020, although over the four years of reporting, the figures have fluctuated around the same area. To improve, 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 GDST Academies Trust – Data as of April 2021

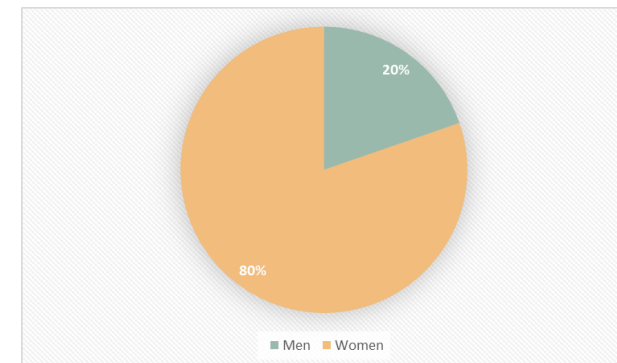
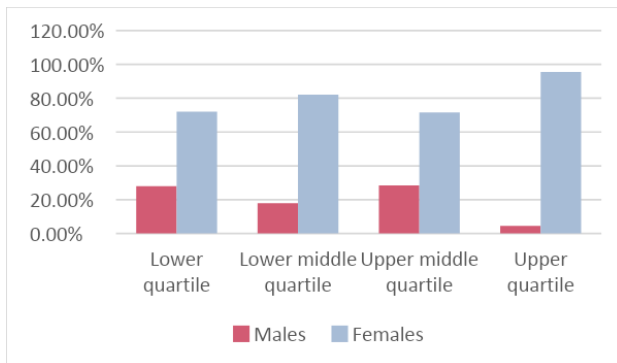
Difference in hourly rate between men and women  
 11.4% Mean gender pay gap | 28.7% Median gender pay gap

Difference in bonus between men and women  
 -% Mean gender bonus gap | -% Median gender bonus gap

The GDST Academies have a 11.4% mean gender pay gap in favour of men. This is significantly lower than the national figure of 14.4%\*. \*Annual Survey of Hours and Earnings, ONS 2020

Quartile	Males	Females
Lower quartile	27.9%	72.1%
Lower middle quartile	17.9%	82.1%
Upper middle quartile	28.4%	71.6%
Upper quartile	4.5%	95.5%

Overall gender distribution for GDST	
Men	19.7%
Women	80.3%



G D S T  
GIRLS' DAY SCHOOL TRUST