

## **Gender Pay Gap Analysis: 2022**

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 with 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**

As at March 2022, the GDST Academies had a gender pay gap in favour of men of 18% mean and 31.3% Median. We are working hard to understand why this has increased and apply strategies to reduce this gap below the national position (8.3% median).

The GDST Academies operates strong role-evaluation procedures and recruit 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 the steps we are taking to improve can be found below.

## **What do the results mean?**

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?**

The GDST Academies' gender pay gap has increased since April 2021, although over the five years of reporting, the figures have fluctuated around the same area. To improve our position in the future, our action plan includes:

- 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 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.
- Consider ways to address the disparity of gender balance across the pay quartiles of the workforce.

Cheryl Giovannoni  
Chief Executive  
March 2023

## Mandatory Pay Gap metrics for the GDST Academies Trust – Data as of April 2022

Difference in hourly rate between men and women  
18% Mean gender pay gap | 31.3% Median gender pay gap

Difference in bonus between men and women  
0% Mean gender bonus gap | 0% Median gender bonus gap

The GDST Academies median gender pay gap in favour of men is significantly higher than the national figure of 8.3% for the same reporting period.

*\*Annual Survey of Hours and Earnings, ONS 2021*

Quartile	Males	Females
Lower quartile	2.6%	97.4%
Lower middle quartile	23.7%	82.1%
Upper middle quartile	23.4%	76.6%
Upper quartile	22.4%	77.6%

Overall gender distribution for GDST Academies	
Men	18%
Women	82%

