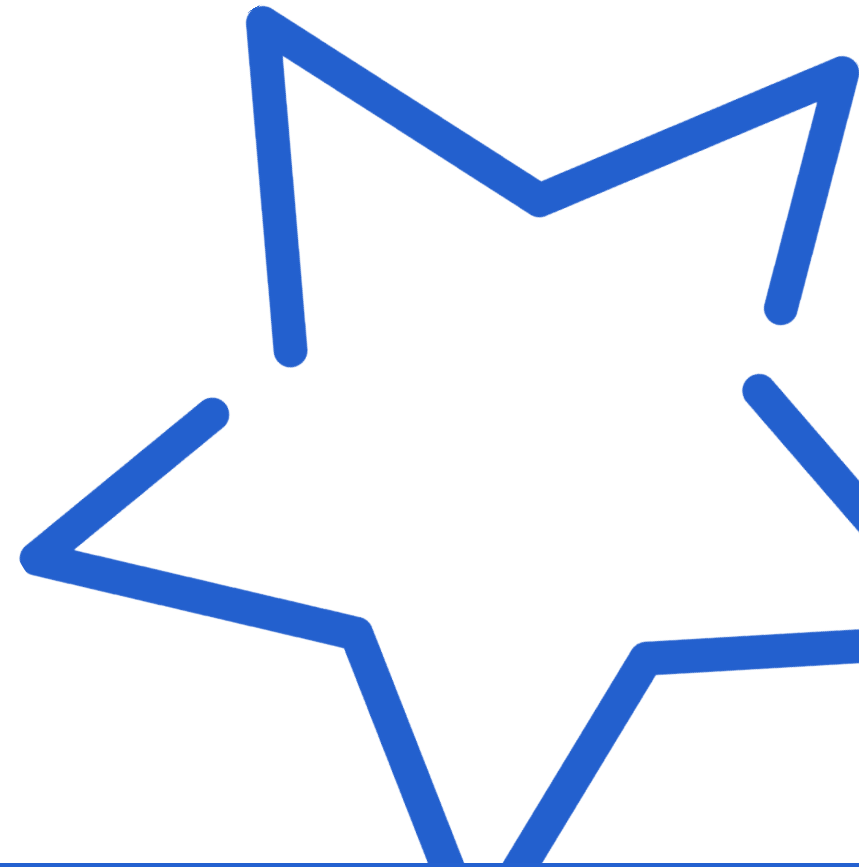




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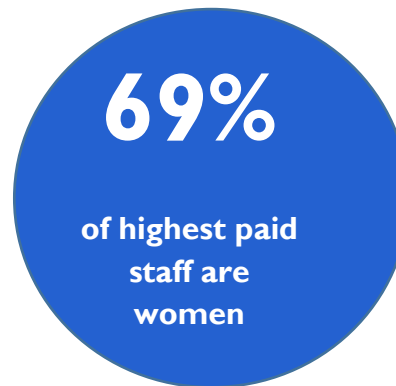
# **Gender Pay Gap Report 2024**





## Introduction

Great Academies Education Trust is a multi-academy trust comprising three secondary academies and one primary academy, crossing the Local Authority boundaries of Tameside and Rochdale.



Since 2017, UK organisations employing 250 or more employees have been required to publicly report on the gender pay gap in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 with reference to six specific metrics. The gender pay gap shows the difference in the average earnings between all men and women in an organisation. This is the sixth gender pay gap report, based on snapshot data as of 31<sup>st</sup> March 2024.



## **The gender pay gap**

The Trust is happy to report that the gender pay gap has reduced since the previous report. The existing gender pay gap does not stem from paying men and women differently for the same or equivalent work, as it applies national pay and conditions of service for both teachers and support staff. The pay grade of the vast majority of support staff positions has been determined using a job evaluation scheme.

Under the regulations, there are two ways to measure the gap:

- **Mean gender pay gap in hourly pay – 24.48%**

The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men.

- **Median gender pay gap in hourly pay – 46.29%**

The median represents the middle point of a population. If you lined up all of the women working within an organisation, and all of the men, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man.



## Using quartiles to show where men and women sit in the pay hierarchy

Each employee's hourly pay is ordered from lowest to highest, then divided into four equal groups, called quartiles. The first group, the upper quartile, includes the highest 25% of earners and the last group, the lower quartile, includes the lowest 25% of earners.

Proportion of males and females in each pay quartile:		
Upper quartile	37% Male	63% Female
Upper middle quartile	25% Male	75% Female
Lower middle quartile	15% Male	85% Female
Lower quartile	15% Male	85% Female

## **Bonus payments**

The regulations state that employers must publish a gender breakdown of bonus payments received in the past 12 months. No bonus payments were made within the Trust during this period.

## **Commitment to close the gap**

Great Academies Education Trust is committed to the principles of equal opportunities and equal treatment for all employees. We:

- Pay the Real Living Wage as a minimum hourly rate.
- Use recognised pay scales aligned to the School Teachers' Pay and Conditions Document (for teaching staff) and the National Joint Council for Local Government Services pay scales (for support staff).
- Apply an agreed job evaluation scheme where appropriate.
- Adopt clear policies and procedures on pay progression for all staff, recruitment & shortlisting to reduce conscious and unconscious bias in decision making.
- Offer enrichment and development opportunities to maintain the high level of women in senior positions.
- Adopt coaching models across schools (from September 2023).
- Regularly discuss the gender pay gap and strategies to reduce it.
- Ensure a mix of genders on recruitment panels.



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The gender pay gap stems from the higher proportion of women who were in cleaning, catering, and other non-teaching/support roles in the lower and middle lower pay quartiles in March 2024. This is a consistent pattern across education establishments due in part to term time working patterns and parents seeking jobs which fit around childcare responsibilities. It is notable that Great Academies Education Trust do not outsource any of their provisions such as cleaning and catering, which likely increases the gender pay gap. Other Multi-Academy Trusts may outsource these provisions, which would have a positive effect on their gender pay gap.

As detailed in previous gender pay gap reports, there is a commitment to continually review the training and support required to enable women to progress to better paid roles where this is appropriate; and meets the needs of the organisation. The Women Lead Well course provided, gives the development opportunities needed for women to progress in the trust.

Academies within the Trust support requests for flexible working where possible, taking account of the needs of the organisation and the work/life balance aspirations of the workforce. This may help to retain women within the organisation.

We are committed to building diverse and inclusive workplaces that give equal opportunities to all employees. The production of this gender pay report will help us to monitor pay and career progression among employees to ensure that all employees, irrespective of gender, are supported to reach their full potential.