



## Greater Manchester Academies Trust – Gender Pay Gap Report 31 March 2023

### GMAT 2023 Gender Pay Gap report

Greater Manchester Academies Trust is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of male & female in our organisation, but does not involve publishing individual colleagues' data.

We are required to publish the results on our own website and to a government website <https://gender-pay-gap.service.gov.uk/> where the results from other organisations can also be viewed.

Gender pay reporting requires us to make calculations based on colleague gender, and a snapshot of their pay during 31 March 2023. We have done this by using our existing payroll records, and following the approach to reporting set out in government guidance. We can use these results to assess the levels of gender equality in the Trust, in relation to pay, and the balance of male and female employees at different levels.

We believe that male and female are paid equally for doing equivalent jobs across the Trust. We use pay scales based on the School Teachers Pay & Conditions Document for teachers and academy-based leaders. For support staff, each academy currently follows the job evaluation / grading structure adopted in its local authority area – all of which use pay scales guided by the NJC.

### Pay and Bonus gap

On the snapshot date (31 March 2023) there were 260 full-pay relevant employees this was 1 employee less than 31 March 2022. The table below presents the ration of gender with a comparison to 31 March 2022.

	2023	2022
Female	31.15%	31.03%
Male	68.85%	68.79%

As of 31 March 2023 Overall at Greater Manchester Academies Trust, female's hourly rate was:

16.49% lower (mean) than males (This gap has reduced by 3.42% from 31 March 2022)
27.85% lower (median) than males (This gap has reduced by 3.80% from 31 March 2022)

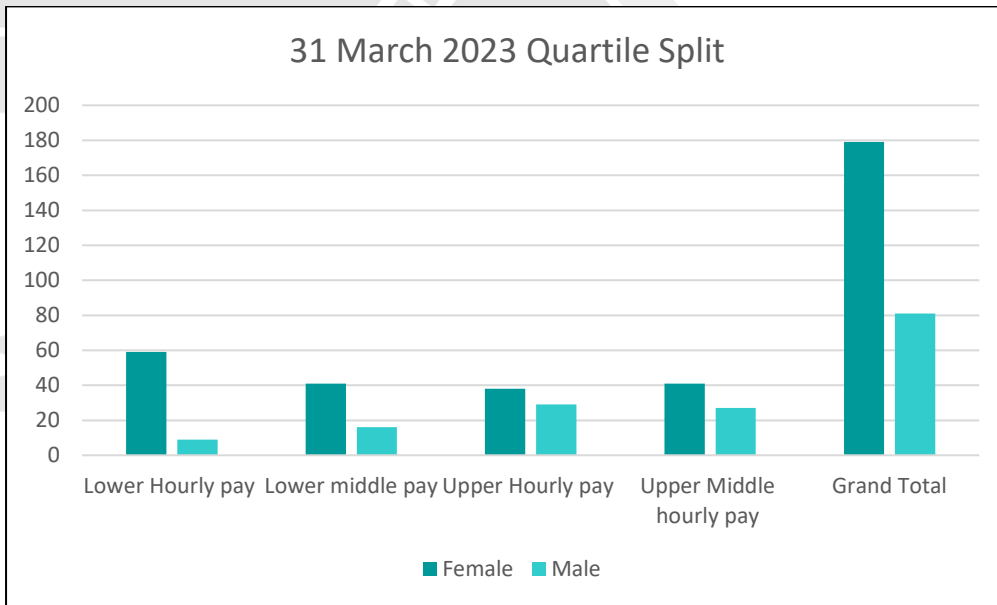
No Bonuses were paid to any staff member as at 31 March 2023



## Pay Quartiles

How many male & female are in each quarter of the Trust's payroll?

	31 March 2023		31 March 2022	
	Male	Female	Male	Female
Upper Quartile	43.28 %	56.72 %	43.75 %	56.25 %
Upper Middle Quartile	39.71 %	60.29%	35.82 %	64.18 %
Lower Middle Quartile	28.07 %	71.93 %	25.37 %	74.63 %
Lower Quartile	13.24 %	86.76 %	19.05 %	80.95 %



From the data we have a high percentage of females within the lower and lower middle quartile, these are lower paid roles - teaching assistants, lunchtime supervisors, cleaning & catering, many of which are part time).

From the data it is also evident that over two thirds of the staff employed within the Trust are females.

The majority of the support roles in the Trust are part-time, either aligning closely with the hours of attendance of pupils or for part of that time e.g. 39 weeks per year. We have observed that female staff tend to be more attracted to term time only working with some support staff opting for part time, term time only roles such as lunchtime supervisors and catering assistants. Whilst this impacts on average salaries, it is a factor that influences the decision of applicants and the continuation of employment from staff.

The Trust has reduced the mean and median gender gap in comparison to 31 March 2022. However the % of females on both middle quartiles have reduced, this could be due to staff on maternity or sick leave as at 31 March 2023.



There are examples within the Trust, of staff progression where staff employed as lunchtime supervisors (minimal hours/pay) progress to other roles within the Trust eg. Learning Support Assistant/Admin/Technician roles when they make the personal decision to apply for a role with more hours and increased responsibility.

Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and composition. The workforce is predominantly female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected. The Trust believes all female and male are paid an equivalent salary for the same job role. Whilst opportunities are open to all staff, those who apply to work in roles within the lower quartiles (lunchtime supervisor's/teaching assistants/ administration/ cleaning staff), are overwhelmingly female.

Greater Manchester Academies Trust supports our staff with a number of family friendly provisions such as flexible and part time working, which our (predominantly female) employees (including senior leaders) choose to apply for. The majority of school based support staff are also term time only. There are far more female applicants for these roles than there is male.

The overall gender pay gap therefore reflects workforce composition rather than pay inequalities. As a community focused Trust, values of fairness and equality are promoted and upheld at all levels at every opportunity. Whilst we have confidence that our processes and systems operate in full transparency and parity, as a senior leadership team with the support and guidance of our Board we will continue to monitor our GPG along with other factors to ensure we are consistently improving in this area.

Approved by:  
John Rowlands  
Executive Principal  
Greater Manchester Academies trust