

2019/2020 Gender Pay Gap Report

Having reviewed the data for the Greensand-Multi Academy Trust, the information is as follows:

- a. The difference in the mean hourly rate of pay between male and female full pay relevant employees is 23.3%.
- b. The difference in the median hourly rate of pay between male and female full pay relevant employees is 29%.
- c. The proportion of male and female full pay employees in each of the four quartile bands is as follows:

	Female (%)	Male (%)
Lower Quartile	93.3	6.7
Lower Middle Quartile	87.4	12.6
Upper Middle Quartile	79	21
Upper Quartile	73.9	26.1

- d. No employees working within the Greensand Multi-Academy Trust have received bonus pay.
- e. The gender split this reporting period has seen an increase in the percentage of male employees currently in post.
- f. Female workers fill the majority of lower paid positions, including midday assistants and cleaners. The majority of support and admin roles are also held by female staff. Premises staff are predominantly male. At senior leadership level, two of the Headteachers are male and three are female.
- g. The central Greensand Multi-Academy Team consists of six employees all of whom are female.
- h. For pay purposes, all positions within the Greensand Multi-Academy Trust are aligned in accordance with the Trust's pay policies, taking into consideration the School Teachers' Pay and Conditions Document and the Surrey Pay framework.
- i. Vacancies within the Trust are advertised through an open, fair and transparent recruitment process ensuring no gender bias.