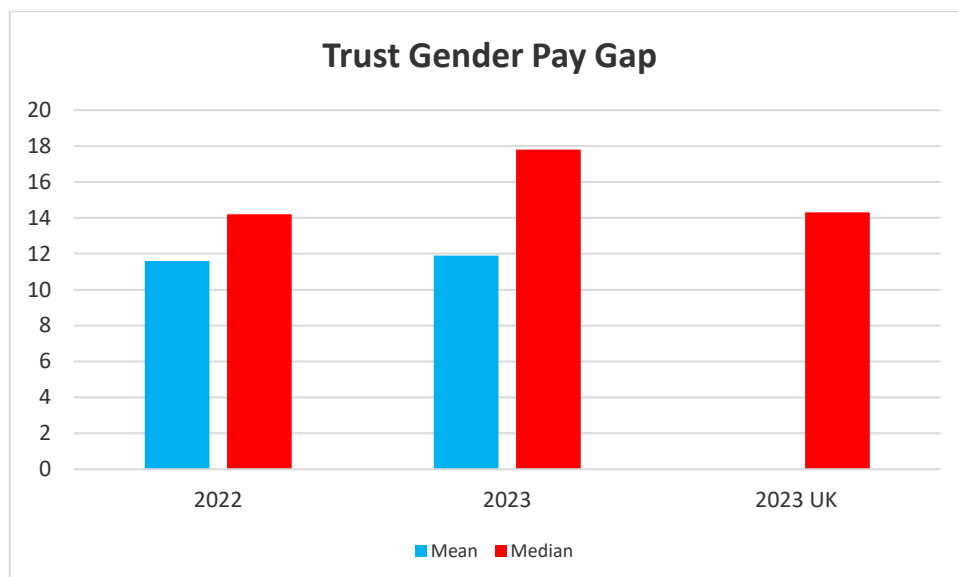


# Greater Manchester Education Trust - Gender Pay Gap Report (March 2023)

The Greater Manchester Education had 696 employees (513 females 73.7% and 183 males 26.3%) on 31<sup>st</sup> March 2023. The Trust has 4 secondary schools, 2 of which are all girls' schools.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay for male and female employees.

The trust median gender pay gap currently stands at 17.8%. The results for last year 14.2% so this in an increase of which is a 3.6% increase from 2022 pay gap. It is difficult to compare to our results from last year due to the merger of the two trusts in September 2022.



A gender pay gap does not indicate that men and women are being paid differently for equal work. The data shows that the pay gap is due to a higher proportion of female employees working in lower grade jobs compared to their male colleagues. These roles are predominantly in the following staff groups: administration, catering, and teaching assistant roles.

We are confident that men and women are paid equally for undertaking equivalent roles across the Trust. Teachers pay is aligned to STPCD and support staff pay is aligned to Manchester City Council support staff pay scales.

The median hourly rate for male employees in 2023 was £24.20 and for females £19.89.

## Bonus Payments

The Education and Leadership Trust do not operate a bonus scheme for any of its employees.

## Gender Pay Results – by Academy

	<b>GMET (all staff)</b>	<b>LHS</b>	<b>PWHS</b>	<b>TEMA</b>	<b>WRHS</b>	<b>Trust central roles</b>
<b>Mean</b>	11.5% lower for females	18.8% lower for females	11.4% lower for females	5% lower for females	9.8% lower for females	17.3% higher for females
<b>Median</b>	17.8% lower for females	26.2% lower for females	19.8% lower for females	17.2% lower for females	13.1% lower for females	47% higher for females

## Quartile Pay Band

This shows the proportion of males and females in each quartile pay band. To calculate this, employees are ranked according to their hourly rate of pay, then divided into four quartiles. There are a higher proportion of females in every quartile with fewer male employees working in lower paid roles.

	<b>Lower Quartile</b>	<b>Lower Middle Quartile</b>	<b>Upper Middle Quartile</b>	<b>Upper Quartile</b>
<b>Male</b>	32 18.4%	42 24.1%	52 29.9%	57 32.8%
<b>Female</b>	142 81.6%	132 75.9%	122 70.1%	117 67.2%

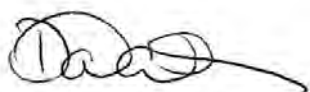
## Next Steps

We will continue to review our approach to recruitment to ensure, where possible we make all roles accessible to both men and women who may wish to work part time, flexibly or if they are returning to work after a period of family leave.

## Supporting Statement

I confirm the information has been prepared from our payroll data and represents the Gender Pay Gap information for the Greater Manchester Education Trust.

Signed:



Position: Chief Executive Officer

Date: 26/03/2024