

Appendix B

Gosforth Federated Academies Limited (Gosforth Group) Gender Pay Gap Report 2021

As a public authority employer with more than 250 employees on our snapshot date (31 March), in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, Gosforth Federated Academies Ltd (Gosforth Group) is required to publish specific information on gender pay gaps on an annual basis.

The Gender Pay Gap information in this report is based on the relevant payroll data drawn from 31 March 2021 (the snapshot date for this reporting year) as well as any relevant bonus payments made in the 12 months ending with that date. At this time, Gosforth Federated Academies Ltd (Gosforth Group) comprised of a central Multi Academy Trust (MAT) team and 4 schools as follows:

- Gosforth Academy
- Gosforth Junior High Academy
- North Gosforth Academy
- Jesmond Park Academy

The gender split of employees, based on headcount, was 33.9% male and 66.1% female.

Our 2021 Gender Pay Gap information¹

Gender Pay Gap in hourly pay

Mean gender pay gap	11.7%	Median gender pay gap	18.0%
---------------------	-------	-----------------------	-------

This tells us that:

- When comparing mean hourly pay, women's mean hourly pay is 11.7% lower than men's.
- When comparing median hourly pay, women's hourly pay is 18.0% lower than men's.

Proportion of males and females in each hourly pay quartile band

Category	Male	Female
Lower (lowest paid)	27.0%	73.0%
Lower middle	34.3%	65.7%
Upper middle	32.1%	67.9%
Upper (highest paid)	42.3%	57.7%

¹ All figures were calculated in accordance with the methodology set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and the guidance from the Government Equalities Office. All figures are reported to one decimal place.

This tells us that women occupy 57.7 % of the highest paid roles and 73% of the lowest paid roles.

Gender Pay Gap in bonus pay

No bonuses were paid to employees during the 12 months ending on 31 March 2021.

Proportion of males and females receiving a bonus payment

No bonuses were paid to employees during the 12 months ending on 31 March 2021.

Working to close the gap

As a multi academy trust in the education sector we recognise our additional and substantial responsibility in reducing gender pay gaps. Not only must we address the gaps amongst our employees but also we must be a role model to our students and demonstrate genuine determination to ensure equality of opportunity exists.

A predominance of female employees in lower paid roles (occupational segregation) has a substantial impact on the pay gap.

We recognise that we must build on initiatives to reduce the gender pay gap including:

- A focus on career development conversations between managers and staff and encouragement and support to take up developmental opportunities
- Support and guidance for all employees with caring responsibilities to help them balance caring responsibilities with work
- Further development of mentoring initiatives at all levels within the organisation
- Continuing to ensure gender balance on recruitment panels
- Continuing to use structured recruitment interviews with standard criteria and questions for all candidates
- The continued use and development of skill based assessment in recruitment exercises where appropriate