

Appendix B

Gosforth Federated Academies Limited (Gosforth Group) Gender Pay Gap Report 2022 (reporting period 2022-2023)

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 report and publish specific gender pay gap information on an annual basis.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

- Mean gender pay gap using hourly pay
- Median gender pay gap using hourly pay
- Proportion of males and females in each hourly pay quartile band
- Mean gender pay gap using bonus pay
- Median gender pay gap using bonus pay
- Proportion of males and females receiving a bonus payment

The Gender Pay Gap information in this report is based on the relevant payroll data drawn from 31 March 2022 (the snapshot date) 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 6 schools as follows:

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

The gender split of employees, based on headcount, was 33.6% male and 66.4% female.

Our 2022 Gender Pay Gap information¹

Snapshot date : 31 March 2022

Gender Pay Gap in hourly pay (mean and median)

	Mean	Median
Gender pay gap in hourly pay	11.5 %	12.0 %

This tells us that:

- When comparing mean hourly pay, women's mean hourly pay is 11.5% lower than men's.
- When comparing median hourly pay, women's hourly pay is 12.0% lower than men's.

Proportion of males and females in each hourly pay quartile band

	Quartile 1 Lower	Quartile 2 Lower middle	Quartile 3 Upper middle	Quartile 4 Upper (highest paid)
Female	72.6 %	65.8 %	69.2 %	58.2 %
Male	27.4 %	34.2 %	30.8 %	41.8 %

This tells us that women occupy 58.2 % of the highest paid roles and 72.6% of the lowest paid roles.

Gender Pay Gap in bonus pay (mean and median)

No bonuses were paid to employees during the 12 months ending on 31 March 2022 so there is no data to report.

Proportion of males and females receiving a bonus payment

No bonuses were paid to employees during the 12 months ending on 31 March 2022 so there is no data to report.

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.

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.

Due to education sector demographics, it is usual to find that there are more women working within the sector than men. Rates of pay are fixed nationally therefore there is little control over the setting of these however the Trust is conscious to ensure both men and women are being treated fairly and equitably in all areas of the business

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.
- The continued use and development of skill based assessment in recruitment exercises where appropriate.
- A review of the Trusts HR systems and recruitment processes to improve data capture and analytics, enabling positive action to address gender imbalance.