

## Gosforth Federated Academies Gender Pay report 2020/2021

The data used to calculate these statistics is based on a snapshot of the pay situation on 31 March 2020. At that time Gosforth Federated Academies comprised of 4 schools as follows:

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

### Gender Split

Male	32.26%	Female	67.74%
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### Mean/median gender pay gap in hourly pay 2020

Mean gender pay gap	12.37%	Median gender pay gap	7.24%
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### Proportion of males and females in each pay quartile 2020

Category	Male	Female
Lower	25%	75%
Lower middle	33.57%	66.43%
Upper middle	27.14%	72.86%
Upper	42.86%	57.14%

### Working to close the gap

Although our mean and median gender pay gaps are below the national average for all employees in all industries (source ONS-ASHE survey 2020 provisional), 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.

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

We recognise that to reduce the gender pay gap, we must build on initiatives to encourage more of our female employees to reach their potential, including:

- Career development conversations with managers and encouragement to take up developmental opportunities
- Support for women with young families returning to work
- Close monitoring of payroll data

- Continuous refinement of the recruitment process to reduce the possibility of unconscious bias.

### **Pay inequality**

Although we have a pay gap, we do not believe that pay inequality exists within the Trust, as we use a recognised Job Evaluation process for all Support Staff roles and work to National terms and conditions and pay scales for teaching staff.

### **Mean/Median bonus gender pay gap 2020**

<b>Mean bonus gender pay gap</b>	-100%	<b>Median bonus gender pay gap</b>	-100%
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### **Proportion of males and females receiving a bonus payment**

<b>Male</b>	0%	<b>Female</b>	0.53%
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The only bonuses paid were to females resulting in a negative bonus gender pay gap.

Bonuses aren't paid regularly within the MAT.