



## Employee Communication: Gender Pay Gap Reporting

Girls' Learning Trust (GLT) is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. An employer must comply with the regulations for any year where they have a 'headcount' of 250 or more employees on the 'snapshot date'. GLT comprises of three schools, Nonshuch High School for Girls (NHSG), Wallington High School for Girls (WHSG) and Carshalton High School for Girls (CHSG). On 31<sup>st</sup> March 2019, GLT had 454 employees for the purposes of this calculation.

Gender Pay Reporting involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing data on individual employees.

We are required to publish the results on our own website(s) and on a government website - <https://gender-pay-gap.service.gov.uk/Viewing/search-results>. We must do this within one calendar year of the 'snapshot date'.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

GLT is able to report a 9.52% difference in the mean hourly rate of pay and a 15.37% difference in the median hourly rate of pay, together with a well balanced workforce at every level. The differences identified are acceptable, reflect the large number of female staff opting for flexible and part time work such as exam invigilators and cover supervisors and give no cause for concern. GLT continues to have structured Teaching Pay Scales and Support Staff Pay Scales that are not gender specific.

Gender Pay Reporting requires our organisation to make calculations based on employee gender, which we establish using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting the GLT HR Manager.

Our Gender Pay Reporting analysis, as at March 2019, can be found on page 2 of this document.

**Jennifer Smith**  
CEO  
Girls' Learning Trust



## Gender Pay Gap Reporting Analysis 2019

The data below is calculated using a snapshot of payroll data at March 2018. Some Zero hours employees were not included in the data collection due to the irregular nature of their hours and pay.

	<u>Male</u>	<u>Female</u>
Number of employees	101 (22.2%)	353 (77.8%)
1. Difference in mean hourly rate of pay	9.5% (meaning that the mean hourly pay for a female is 3.96% less than the mean hourly pay for a male)	
2. Difference in median hourly rate of pay	15.4% (meaning that the median hourly pay for a female is 13.5% less than the median hourly pay for a male)	
3. Difference in mean bonus pay	0%	
4. Difference in median bonus pay	0%	
5. Percentage of employees who received bonus pay	0%	0%
6. Employees by pay quartile		
Upper Quartile (i.e. highest paid)	32.7%	67.3%
Upper Middle Quartile	16.8%	83.2%
Lower Middle Quartile	22.8%	77.2%
Lower Quartile (i.e. lowest paid)	15.8%	84.2%

Published details can be found on the GOV.UK Gender Pay Reporting website

<https://gender-pay-gap.service.gov.uk/Viewing/search-results>