

## Gender Pay Gap Reporting

The 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'.

The Trust is a multi-academy trust comprising three large girls' schools, Carshalton High School for Girls (CHSG), Nonsuch High School for Girls (NHSG) and Wallington High School for Girls (WHSG), and the Shared Professional Services team which works across the Trust.

On the required 'snapshot' date of 31<sup>st</sup> March 2025, the Trust had 491 employees for the purposes of the gender pay gap calculation. As a sector, education attracts more women than men and as a Trust solely focused on girls' education GLT attracts an even more dominant female workforce. This is reflected in our gender profile which is 81% female and 19% male (at the snapshot date in March 2024 the comparative figure was 79% female and 21% male).

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 and on a government website. 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.

GLT is able to report a 10.3% difference in the mean hourly rate of pay and a 14.1% difference in the median hourly rate of pay at the snapshot date of 31<sup>st</sup> March 2025.

The results can be explained as follows.

The Trust operates clear and transparent pay structures, with separate pay scales for:

- Teachers
- Support staff
- Leadership

Pay is determined using:

- Nationally agreed or sector-standard pay frameworks
- Objective criteria such as role, responsibility, experience and progression

These structured pay arrangements ensure equal pay for equal work and mean that differences in average pay between men and women arise from role distribution and contract type, rather than individual pay-setting decisions.

The vast majority of staff in the lowest-paid quartiles are employed on casual contracts, for example exam invigilators on zero-hours contracts. These roles are:

- Largely female
- Lower paid on an hourly basis
- Included in the gender pay gap calculations as they are employees paid during the relevant pay period

Casual staff, including exam invigilators, are paid monthly in arrears, and their use varies year to year depending on:

- Exam regulations and timetables
- The proportion of pupils requiring additional support

As a result, variations in exam activity can lead to fluctuations in the number of lower-paid hours captured at the snapshot date, disproportionately affecting the lower pay quartiles and the median pay gap.

The Trust is confident that its gender pay gap does not indicate unequal pay for equal work, but rather reflects the structural and operational characteristics of the workforce and the use of nationally and locally agreed pay scales.

**Dr Thomas Flynn**

CEO

Girls' Learning Trust

## Gender Pay Gap Reporting Analysis 2025

The data below is calculated using a snapshot of payroll data at March 2025.

	Male	Female
Number of employees	95 (19%)	396 (81%)
1. Difference in mean hourly rate of pay	10.3% (meaning that the mean hourly pay for a female is 10.3% less than the mean hourly pay for a male)	
2. Difference in median hourly rate of pay	14.1% (meaning that the median hourly pay for a female is 14.1% 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)	22.13%	77.87%
Upper Middle Quartile	23.58%	76.42%
Lower Middle Quartile	19.51%	80.49%
Lower Quartile (i.e. lowest paid)	12.2%	87.8%

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