



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'.

GLT comprises of three 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 31st March 2024, GLT had 467 employees for the purposes of the gender pay gap 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 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 an 8.6% difference in the mean hourly rate of pay and an 8.4% difference in the median hourly rate of pay.

While the data shows that there are more women than men in all quartiles, which is common in the secondary education sector, there is a significantly higher representation of women in the lower quartile, which will adversely impact the median and mean calculations. It should be noted that the lower quartile includes the Trust's casual roles which are paid against the National Living Wage and London Living Wage rates. For all other roles GLT continues to have structured Teaching Pay Scales and Support Staff Pay Scales that are not gender specific.

Dr Thomas Flynn

CEO

Girls' Learning Trust

Gender Pay Gap Reporting Analysis 2024

The data below is calculated using a snapshot of payroll data at March 2023. Some Zero hours employees were not included in the data collection due to the irregular nature of their hours and pay.

	Male	Female
Number of employees	97 (21%)	370 (79%)
1. Difference in mean hourly rate of pay	8.58% (meaning that the mean hourly pay for a female is 8.58% less than the mean hourly pay for a male)	
2. Difference in median hourly rate of pay	8.08% (meaning that the median hourly pay for a female is 8.08% 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)	23.93%	76.07%
Upper Middle Quartile	20.69%	79.31%
Lower Middle Quartile	25.64%	74.36%
Lower Quartile (i.e. lowest paid)	12.82%	87.18%

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