



As an employer of over 250 staff, the GDST Academy Trust is required to report annually on our gender pay gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, and to publish the results on both our own and the government's websites. This report sets out our gender pay gap position.

## Gender Pay Gap Mandatory metrics

### Difference in hourly rate between men and women

**17.99%**

**Mean gender pay gap**

**31.33%**

**Median gender pay gap**

### Gender distribution by pay quartiles

As at 1<sup>st</sup> April 2022, the GDST Academy Trust had a 17.99% mean gender pay gap in favour of men. The 31.33% median in favour of men is higher than the national figure of 14.9%<sup>1\*</sup>.

No bonuses were paid to men therefore the bonus gap is 100% in favour of women.

### Difference in bonus between men and women

**-100%**

**Mean gender bonus gap**

**-100%**

**Median gender bonus gap**

### Who received bonus pay

**0.8%**

**Of Women**

**0%**

**Of Men**

<sup>1</sup> Annual Survey of Hours and Earnings, ONS 2022

## Gender distribution by pay quartiles

Group	Mean Pay Males	Mean Pay Females	Pay Gap (mean)	Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Pay Gap
Lower quartile	8.82	7.89	10.57%	6.55%	2.60%	97.40%	-9.69%
Lower middle quartile	13.08	12.25	6.28%	13.93%	23.68%	76.32%	6.89%
Upper middle quartile	22.12	21.29	3.78%	4.47%	23.38%	76.62%	10.65%
Upper quartile	29.67	29.94	-0.91%	4.13%	22.37%	77.63%	10.15%

The GDST Academy Trust's workforce included in the survey as of 5 April 2022 was made up of 306 people; 82% female and 18% male. We have more men in the upper quartiles, and more women in the lowest quartile than the average, and this is the main cause of our pay gap.