



Gender Pay Gap Mandatory metrics

Difference in hourly rate between men and women

11.4%

Mean gender pay gap

28.7%

Median gender pay gap

Gender distribution by pay quartiles

As at 1st April 2021, the GDST Academies had a 11.4% mean gender pay gap in favour of men. This is significantly lower than the national figure of 14.4%¹. The 28.7 %median in favour of men is higher than the national figure of 15.4%^{1*}.

There is no pay gap figure for bonuses as no bonuses were paid.

Difference in bonus between men and women

0%

Mean gender bonus gap

0%

Median gender bonus gap

Who received bonus pay

0%

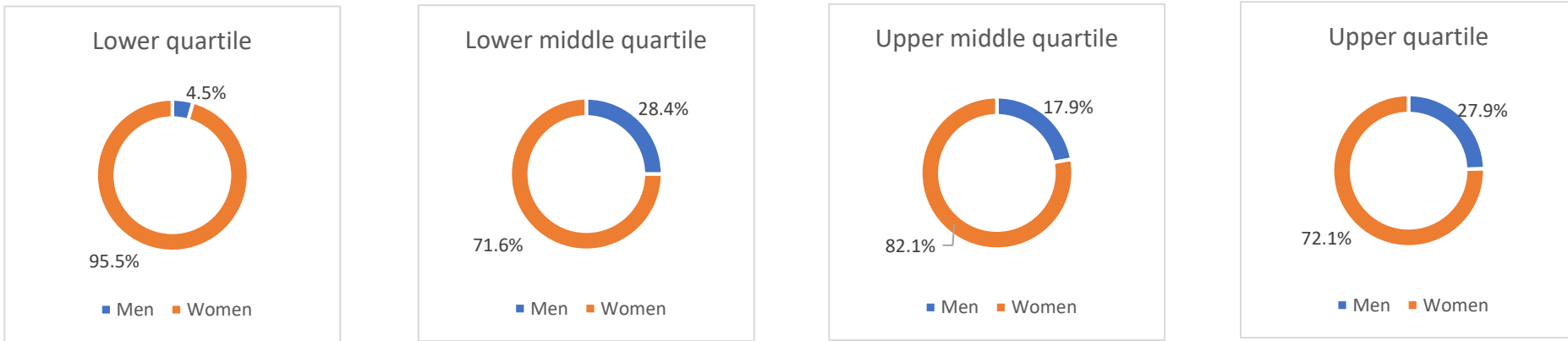
Of Women

0%

Of Men

¹ Annual Survey of Hours and Earnings, ONS 2021

Gender distribution by pay quartiles



The GDST Academies workforce included in the survey as of 5 April 2021 was made up of 277 people; 81% female and 19% male. We have more men in the top quartile, and more women in the lower quartile than the average, and this is the main cause of our pay gap.