



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

14.66%	27.24%
Mean gender pay gap	Median gender pay gap

As at 1<sup>st</sup> April 2024, the GDST Academy Trust had a 14.66% mean gender pay gap in favour of men. The 27.24% median in favour of men is higher than the national figure of 13.1%<sup>1\*</sup>.

#### Difference in bonus between men and women

-100%	-100%
Mean gender bonus gap	Median gender bonus gap

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

#### Who received bonus pay

0.72%	0%
Of Women	Of Men

The GDST Academy Trust's workforce included in the survey as of 5 April 2024 was made up of 333 people; 83% female and 17% male. We have more men in the upper pay quartiles, and more women in the lowest pay quartile than the average, and this is the main cause of our pay gap.

<sup>1</sup> Annual Survey of Hours and Earnings, ONS 2024