

**Gender Pay Gap Reporting – Reporting Year 2024/2025¹
Gosforth Federated Academies Limited (Gosforth Group)
Trustees meeting 12 September 2024**

What is the gender pay gap?

The gender pay gap is the difference between the average earnings of men and women across a workforce. This figure is expressed as a percentage of men's earnings.² This is different to equal pay, which deals with the difference in pay between men and women who carry out the same jobs, similar jobs or work of equal value.

Gender pay gap reporting requirements³

As part of the government's strategy to tackle pay inequality, since 2017 employers with a headcount of 250 or more on their 'snapshot date' are required to annually report and publish specific information about their gender pay gap.

There are two sets of regulations which impose the mandatory gender pay gap reporting obligations on employers with over 250 employees on their snapshot date, one covering most public authorities (those listed in Schedule 2 to the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017) and the other covering private, voluntary, and all other public authority employers. These regulations also set out the relevant snapshot date. As multi academy trusts are said to be included on the list in Schedule 2, Gosforth Federated Academies Ltd (Gosforth Group) must follow the regulations for most public sector employers namely the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The snapshot date under these regulations is 31 March each year.

Under these Regulations, employers that are required to report and publish their gender pay gap information must:

- report and publish their gender pay gap information within a year of the snapshot date i.e. by the 31 March the following year;
- report their gender pay gap information to the government online, using the gender pay gap reporting service;
- publish their gender pay gap information in a prominent place on an their public facing website and it must remain there for at least 3 years beginning with the date of publication

¹ Contains public sector information licensed under the Open Government Licence v3.0.

<https://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/>

² Source <https://www.gov.uk/guidance/who-needs-to-report-their-gender-pay-gap> accessed on 23 August 2023

³ Most information in this section sourced from <https://www.gov.uk/guidance/who-needs-to-report-their-gender-pay-gap#public-regulations> accessed on 23 August 2023 <https://www.gov.uk/guidance/the-gender-pay-gap-information-employers-must-report> accessed on 23 August 2023

In accordance with these Regulations, the gender pay gap figures that must be reported and published are:

- Mean gender pay gap using hourly pay
- Median gender pay gap using hourly pay
- Proportion of males and females in each hourly pay quartile band
- Mean gender pay gap using bonus pay
- Median gender pay gap using bonus pay
- Proportion of males and females receiving a bonus payment

The figures must be calculated based on employer payroll data drawn from the snapshot date of 31 March each year.

Public authority employers do not need to submit a written statement, but can do so if they wish. This statement confirms that the published information is accurate and is signed by an appropriate person.

A supporting narrative is not required but can be useful to give the data context.

Compliance – Gosforth Federated Academies Ltd (Gosforth Group)

As a listed public authority employer, Gosforth Group's snapshot date this reporting year (2024/2025), is 31 March 2024.

The snapshot figures for Gosforth Group at 31 March 2024, provided by Newcastle City Council, can be seen in Appendix A.

As we had a headcount of 250 or more employees on our snapshot date, we must comply with the relevant regulations on gender pay gap reporting by:

- reporting our gender pay gap information to the government online, using the gender pay gap reporting service by 31 March 2025 and;
- publishing our gender pay gap information in a prominent place on our public facing website, by 31 March 2025.

Please note that there were no bonuses paid in the relevant period.

What the data tells us

When comparing the gender pay gap snapshot data on 31 March 2024 (this reporting year) to the snapshot data collected on 31 March 2023 (previous reporting year) the key points to note are;

- Women make up 66.4% of the workforce, which is an decrease of 1.5% from the previous year
- Women occupy 58.6 of the highest paid roles, which is an decrease of 1.7% from the previous year

- Women occupy 77.5% of the lowest paid roles, which is an increase of 1.9% from the previous year
- When comparing mean hourly pay, women's mean hourly pay is 12.9% lower than men's. This shows a widening of the gap by 1.5% from previous year, which was 11.4%.
- When comparing median hourly pay, women's median hourly pay is 14.9% lower than men's. This is a significant widening of the gap by 8.8 % from the previous year, which was 6.1%.

Recommendations

The Board of Trustees are asked to:

1. **Note** the contents of the report and the gender pay gap figures for Gosforth Federated Academies Ltd (Gosforth Group), as at the snapshot date of 31 March 2024, for the reporting year 2024/2025, at Appendix A
2. **Agree** to report Gosforth Federated Academies Ltd (Gosforth Group) gender pay gap figures for the reporting year 2024/2025 to the government online, using the gender pay gap reporting service
3. **Agree** to publish the Gender Pay Gap Report for Gosforth Federated Academies Ltd (Gosforth Group), containing the gender pay gap figures, and supporting narrative, for the reporting year 2024/2025, on the public facing website for the Trust at Appendix B.

Appendix A

Gender Pay Gap Analysis as of 31 March 2024⁴

NUMBER OF EMPLOYEES	FULLY PAID EMPLOYEES	GENDER SPLIT	
		FEMALE	MALE
		711	676

MEAN HOURLY RATE		
FEMALE	MALE	GAP
£21.41	£24.57	12.87%

MEDIAN HOURLY RATE		
FEMALE	MALE	GAP
£18.99	£22.31	14.90%

QUARTILE REPORTING				
GENDER	1	2	3	4
FEMALE	77.51%	61.54%	68.05%	58.58%
MALE	22.49%	38.46%	31.95%	41.42%

⁴ All figures were calculated in accordance with the methodology set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and the guidance from the Government Equalities Office. All figures are reported to one decimal place.

Appendix B

Gosforth Federated Academies Limited (Gosforth Group) Gender Pay Gap Report (snapshot data 31 March 2024, reporting period 2024-2025)

As a public authority employer with more than 250 employees on our snapshot date (31 March), in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, Gosforth Federated Academies Ltd (Gosforth Group) is required to report and publish specific gender pay gap information on an annual basis.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

- Mean gender pay gap using hourly pay
- Median gender pay gap using hourly pay
- Proportion of males and females in each hourly pay quartile band
- Mean gender pay gap using bonus pay
- Median gender pay gap using bonus pay
- Proportion of males and females receiving a bonus payment

The Gender Pay Gap information in this report is based on the relevant payroll data drawn from 31 March 2024 (the snapshot date) as well as any relevant bonus payments made in the 12 months ending with that date.

At this time, Gosforth Federated Academies Ltd (Gosforth Group) comprised of a central Trust team and 6 schools as follows:

- Gosforth Academy
- Jesmond Park Academy
- Gosforth Junior High Academy
- North Gosforth Academy
- Great Park Academy
- Callerton Academy

The gender split of employees, based on headcount, was 38.58% male and 66.42% female.

Our Gender Pay Gap Information

NUMBER OF EMPLOYEES	FULLY PAID EMPLOYEES	GENDER SPLIT	
		FEMALE	MALE
		711	676

MEAN HOURLY RATE		
FEMALE	MALE	GAP
£21.41	£24.57	12.87%

MEADIAN HOURLY RATE		
FEMALE	MALE	GAP
£18.99	£22.31	14.90%

QUARTILE REPORTING				
GENDER	Lower	Lower Middle	Upper Middle	Upper
FEMALE	77.51%	61.54%	68.05%	58.58%
MALE	22.49%	38.46%	31.95%	41.42%

This tells us that women occupy 58.58% of the highest paid roles and 77.51% of the lowest paid roles.

Gender Pay Gap in bonus pay (mean and median)

No bonuses were paid to employees during the 12 months ending on 31 March 2024 therefore there is no data to report.

Proportion of males and females receiving a bonus payment

No bonuses were paid to employees during the 12 months ending on 31 March 2024 therefore there is no data to report.

Working to close the gap

As a multi academy trust in the education sector we recognise our additional and substantial responsibility in reducing gender pay gaps. Not only must we address the gaps amongst our employees but also we must be a role model to our students positively influencing their behaviours, attitudes, opinions and choices.

Due to education sector demographics, it is usual to find that there are more women working within the sector than men. Our pay structure reflects rates of pay which are fixed nationally therefore there is little control over the setting of these however the Trust is conscious to ensure both men and women are being treated fairly and equitably in all areas of the business

A predominance of female employees in lower paid roles (occupational segregation) has a substantial impact on the pay gap.

We recognise that we must continue to build on initiatives already in place across the Trust, in an attempt to further reduce the gender pay gap including:

- A focus on career development conversations between managers and staff.
- Support and guidance for all employees with caring responsibilities to help balance caring responsibilities with work.
- A review of our approach to flexible working opportunities.
- Further development of mentoring initiatives at all levels within the organisation.
- Continuing to ensure gender balance on recruitment panels.
- Continuing to use structured recruitment interviews.
- The continued use and development of skill based assessment in recruitment exercises where appropriate.
- A review of our HR systems and recruitment processes to improve data capture and analytics, enabling positive action to address gender imbalance.