



Greater Nottingham Education Trust

Gender Pay Gap Report 2022

GENDER PAY GAP 2021 - 22

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Greater Nottingham Education Trust

PAY DATA



DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 21.9% lower than men's	Women's median hourly rate is 34.6% lower than men's

In other words, when comparing mean hourly rates, women earn **78.1p for every £1** men earn

In other words, when comparing median hourly rates, women earn **65.4p for every £1** men earn



PAY QUARTILES

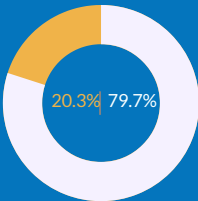
The image across shows the gender distribution at Greater Nottingham Education Trust when colleagues are placed into four equally sized quartiles based on pay



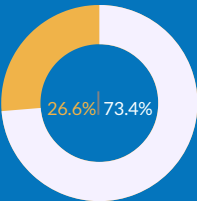
MALE



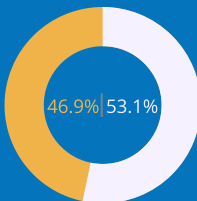
FEMALE



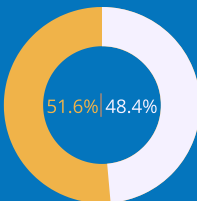
Quartile 1 (lower)



Quartile 2



Quartile 3



Quartile 4 (upper)



BONUS PAY GAP

The trust does not make bonus payments to any of its staff

A message from GNET - Mr M Davies, CFO

The Greater Nottingham Education Trust is a high-performing multi academy trust employing 254 members of staff.

The trust welcomes applications from all individuals for all our roles. We have robust equal opportunity and recruitment policies and our primary aim is to attract high quality staff.

The trust is committed to equality for all staff, irrespective of gender. Staff are recruited based on quality, without gender bias. All roles within the trust are independently evaluated and staff progress through the relevant pay grade on completion of a successful performance management review. All staff are either paid in-line with the School Teachers' Pay and Conditions document (teachers), or in-line with the National Joint Council for Local Government Services pay points (support staff).

It is important to recognise that almost 50% of staff in the highest paid quartile, quartile 4 (top 25%), are female, which demonstrates that females are fairly represented, in the most senior roles. We continue to develop our leadership development programme to ensure all staff have the best opportunity for progression.

I confirm that the information contained within this report is accurate.

Mr M Davies | CFO | GNET

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, GNET is required to carry out Gender Pay Gap Reporting