

Greater Manchester Education Trust - Gender Pay Gap Report (2024)

The Greater Manchester Education Trust had 694 employees (500 females 72% and 194 males 28%) on 31st March 2024. The Trust has 4 secondary schools, 2 of which are all girls' schools.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay for male and female employees.

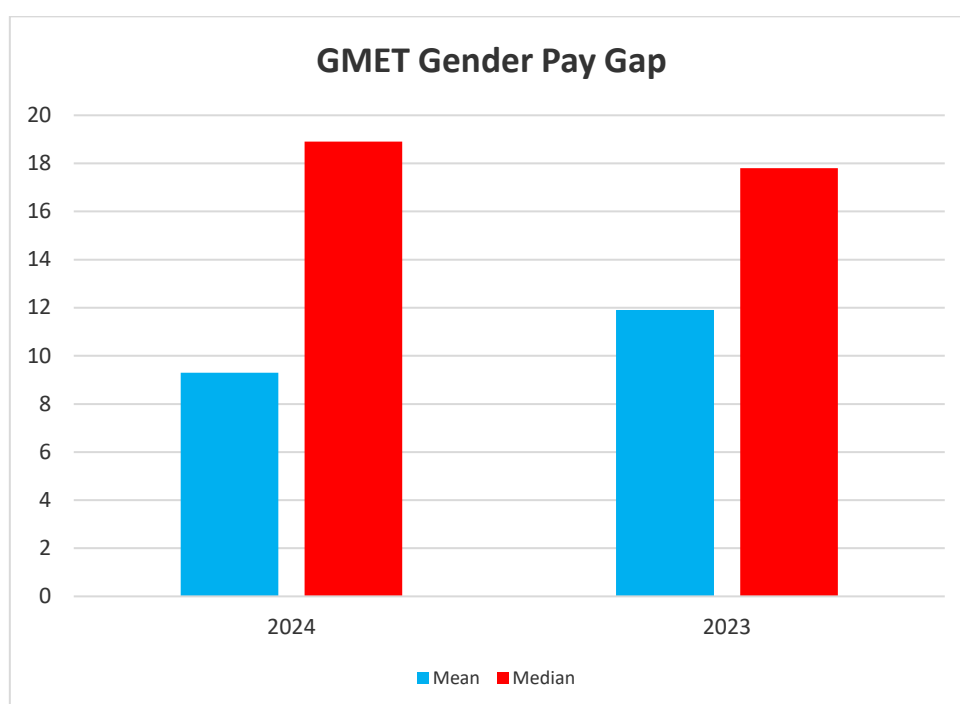
The trust median gender pay gap currently stands at 18.9%. The results for last year 17.8% so this is an increase of which is a 1.1% increase from 2023 pay gap.

A gender pay gap does not indicate that men and women are being paid differently for equal work. The data shows that the pay gap is due to a higher proportion of female employees working in lower grade jobs compared to their male colleagues. These roles are predominantly in the following staff groups: Catering, Teaching Assistants and Administration roles.

We are confident that men and women are paid equally for undertaking equivalent roles across the Trust. Teachers pay is aligned to STPCD and support staff pay is aligned to Manchester City Council support staff pay scales.

Further analysis shows 60% of our top 20 earners are female and 58% of the top 50 earners are female.

The median hourly rate for male employees in 2024 was £25.61 and for female employees £23.24.



Bonus Payments

The Greater Manchester Education Trust operates a bonus scheme for 1 member of staff.

Gender Pay Results – by Academy

	GMET (all staff)	LHS	PWHS	TEMA	WRHS	Trust central roles
Mean	9.3% lower for females	8.9% lower for females	12.8% lower for females	4.9% lower for females	7.7% lower for females	22% higher for females
Median	18.9% lover for females	8.3% lower for females	23.4% lower for females	0.9% lower for females	10.1% lower for females	61% higher for females

Quartile Pay Band

This shows the proportion of males and females in each quartile pay band. To calculate this, employees are ranked according to their hourly rate of pay, then divided into four quartiles. There are a higher proportion of females in every quartile with fewer male employees working in lower paid roles.

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	40 23%	47 27%	46 26.6%	61 35%
Female	134 77%	127 73%	127 73.4%	112 65%

Next Steps

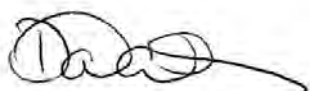
We will continue to review are approach to recruitment to ensure, where possible we make all roles accessible to both men and women who may wish to work part time, flexibly or if they are returning to work after a period of family leave. The following projects are either underway or in the pipeline:-

- A review of the roles of Teaching Assistants across the trust is currently ongoing which may result in improved pay and conditions.
- Development of career pathways for all colleagues and increased usage of our apprenticeship levy funding to enhance career development opportunities.

Supporting Statement

I confirm the information has been prepared from our payroll data and represents the Gender Pay Gap information for the Greater Manchester Education Trust.

Signed:



Position: Chief Executive Officer

Date: 24/03/2025