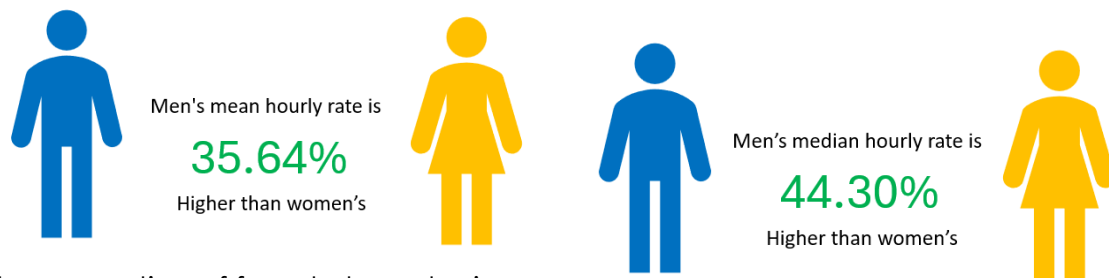


## Gender Pay Gap Report 2024

Grove Learning Trust comprises 9 primary schools within Swindon and the surrounding area. Our vision is unapologetically bold. We are all about creating remarkable futures. For our children, our people, our places of work, we want the very best. We know that strong connections will enable us to achieve our vision, in a world where purposeful collaboration, based on mutual respect and trust, helps us to achieve more together.

This Gender Pay Gap Report is based on data captured from 31<sup>st</sup> March 2024 and covers the eight schools within our trust at that date as well as centrally based employees. Our Gender Pay Gap is:



The proportion of female to males in each quartile pay band:

| Quartile              | % Female | % Male | Total |
|-----------------------|----------|--------|-------|
| Lower Quartile        | 99.16%   | 0.84%  | 100%  |
| Lower Middle Quartile | 97.46%   | 2.54%  | 100%  |
| Upper Middle Quartile | 92.44%   | 7.56%  | 100%  |
| Upper Quartile        | 88.14%   | 11.86% | 100%  |
| Grand Total           | 94.30%   | 5.70%  | 100%  |

|                   | Female | Male   | Pay Gap |
|-------------------|--------|--------|---------|
| Mean (per hour)   | £16.00 | £24.86 | £8.86   |
| Median (per hour) | £12.60 | £22.62 | £10.02  |

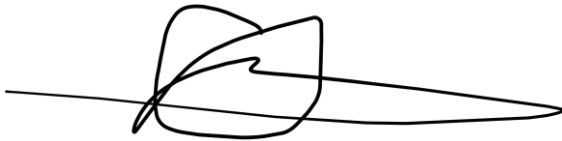
There are 474 total employees as at March 31<sup>st</sup> 2024. 27 are male and 447 are female equating to 94% of the total workforce being female. Many of the lower quartile jobs (support staff) are ones that are predominantly carried out by a female workforce which is reflected nationally.

Women are well represented at all levels within the Trust and at the time of this data capture, 88% of our upper quartile are female. We recognise that there is a low

percentage of males at all levels of the Trust. Again, this is reflected across the primary education landscape. While we employ more women than men at every level of pay, our gender pay gap is due to the higher proportion of men within our executive team.

Grove Learning Trust operates as an Equal Opportunities employer. We are confident that men and women are paid equally for doing equivalent roles across the Trust. In determining pay for our employees, we take account of national agreements for the pay of teachers and support staff.

Grove Learning Trust actively recruits employees based off their skills and qualities rather than demographic characteristics. Our actions are underpinned by our policies, which set our commitment to fair and equal treatment of all, as well as our commitment to the wellbeing and professional development of both male and female employees at every level.



Cassie Shackleford  
HR Business Partner  
Grove Learning Trust

