

Gender pay gap

Great Academies Education Trust is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men & women in our organisation, but does not involve publishing individual employees' data.

We are required to publish the results on our own website and to a government website <https://gender-pay-gap.service.gov.uk/> where the results from other organisations can also be viewed.

This gender pay report is based on pay during March 2025, and the calculations have been done by our payroll provider using our existing payroll records, and following the approach to reporting set out in government guidance.

We can use these results to assess the levels of gender equality in the Trust, in relation to pay, and the balance of male and female employees at different levels.

All of our schools use pay scales based on the School Teachers Pay & Conditions Document for teachers and academy-based leaders and, for support staff, we use the NJC job evaluation framework and pay scales, within the grading structures adopted by Tameside Local Authority (other than where individual staff have reserved rights to other arrangements).

Like the majority of academy trusts, it is clear from our data that we continue to employ more men in higher paid roles (leadership or senior teaching, and predominantly full time), and fewer men in lower paid roles (teaching assistants, lunchtime supervisors, cleaning & catering, many of which are part time).

Pay gap

On the snapshot date (31 March 2025) there were 533 full-pay relevant employees, of which 23% were men and 77% were women.

Overall, the women's hourly rate was:

28.19% lower (mean) than men

50.62% lower (median) than men

Pay quartiles

	Men	Women
Top quartile	36.6%	63.4%
Upper middle quartile	29.1%	70.9%
Lower middle quartile	14.9%	85.1%
Lower quartile	11.9%	88.1%

Bonus pay

No bonuses were paid