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The Griffin Schools Trust (GST) 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 six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employee's data. We are required to publish the results on our own website and to a government website. As a public sector employer we will do this within one calendar year of 31 March, from 31 March 2017.

We can use these results to review:

- the levels of gender equality in our workplace
- the balance of female and male employees at different levels
- how effectively we develop our talent capital.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We have established this by using our HR and payroll records.

### Supporting statement

GST is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender. Our organisation is currently 82% female and 18% male and 11 out of our 12 schools are led by female Heads.

In our central team, directly employed by the founders at start-up in 2012, the cultural statement of equality of pay and opportunity is clear.

The absorption of the staff of 12 schools through TUPE between 2012 and 2016 presented us with challenges which we are steadily and determinedly overcoming. The most recent 2016 transfer presents a large percentage of our total staff and brought with it historic gender pay inequalities which we are energetically addressing.

### Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
<b>Pay gap. % difference male to female</b>	18.5%	34.07%

### Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	Not applicable	Not applicable

### Proportion of male and female employees who were paid bonus pay

	Proportion receiving
Male employees (% paid a bonus compared to all male employees)	Not applicable
Female employees (% paid a bonus compared to all female employees)	Not applicable

### Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	8.2%	15.8%	20.8%	27.2%
Female (% females to all employees in each quartile)	91.8%	84.2%	79.2%	72.8%

**Anne Powell**  
**Chief Executive**