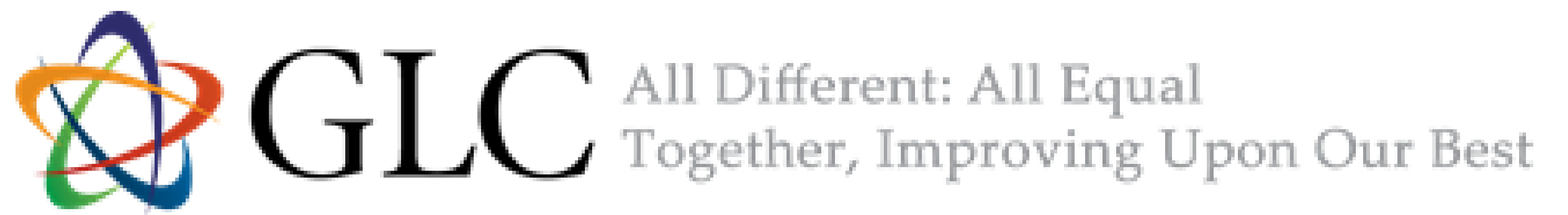


GENDER PAY GAP 2023



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PAY DATA

DIFFERENCE IN HOURLY RATE

| MEAN | MEDIAN |
|---|--|
| Women's mean hourly rate is 14.7% lower than men's | Women's median hourly rate is 8.2% lower than men's |

When comparing mean hourly rates, women earn **85.3p for every £1** men earn

When comparing median hourly rates, women earn **91.8p for every £1** men earn

PAY QUARTILES

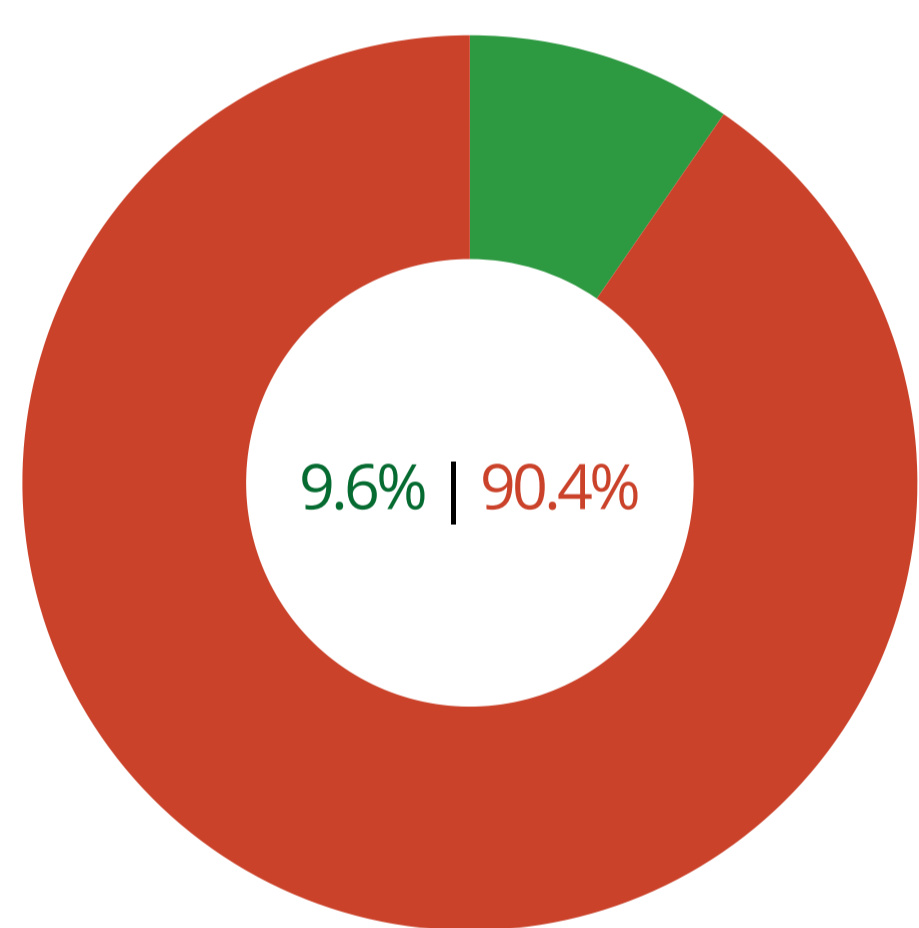
The image below shows the gender distribution at The Gateway Learning Community Trust when colleagues are placed into four equally sized quartiles based on pay.



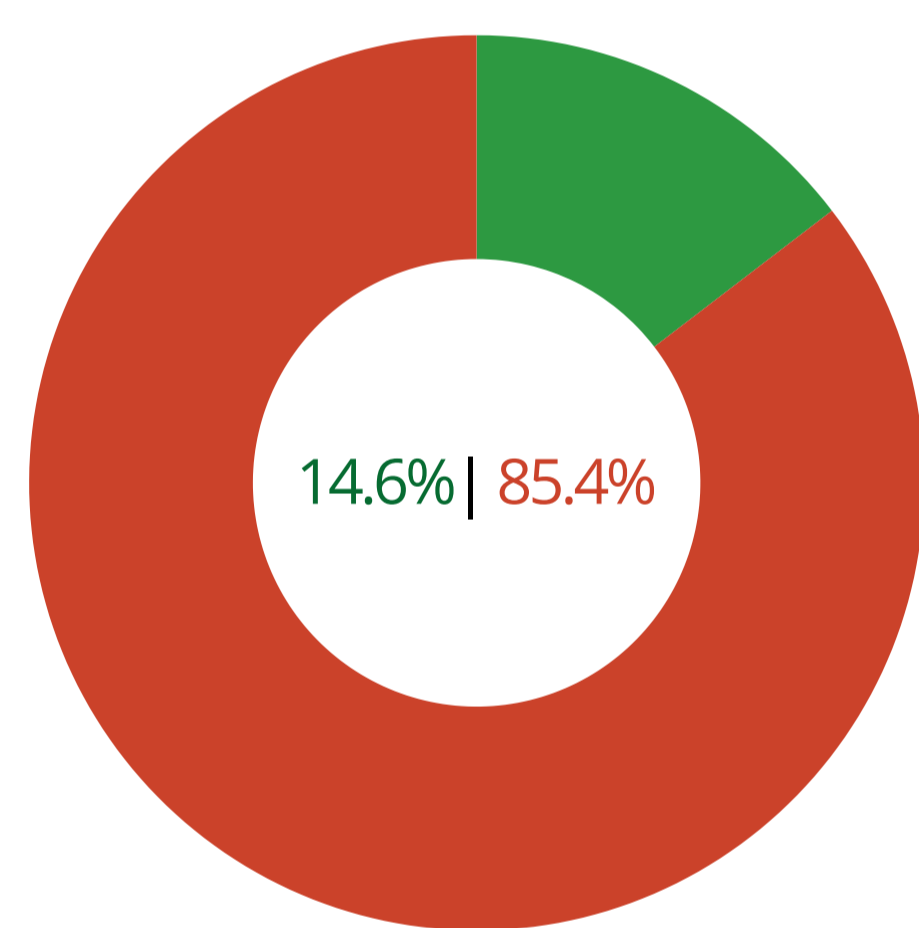
MALE



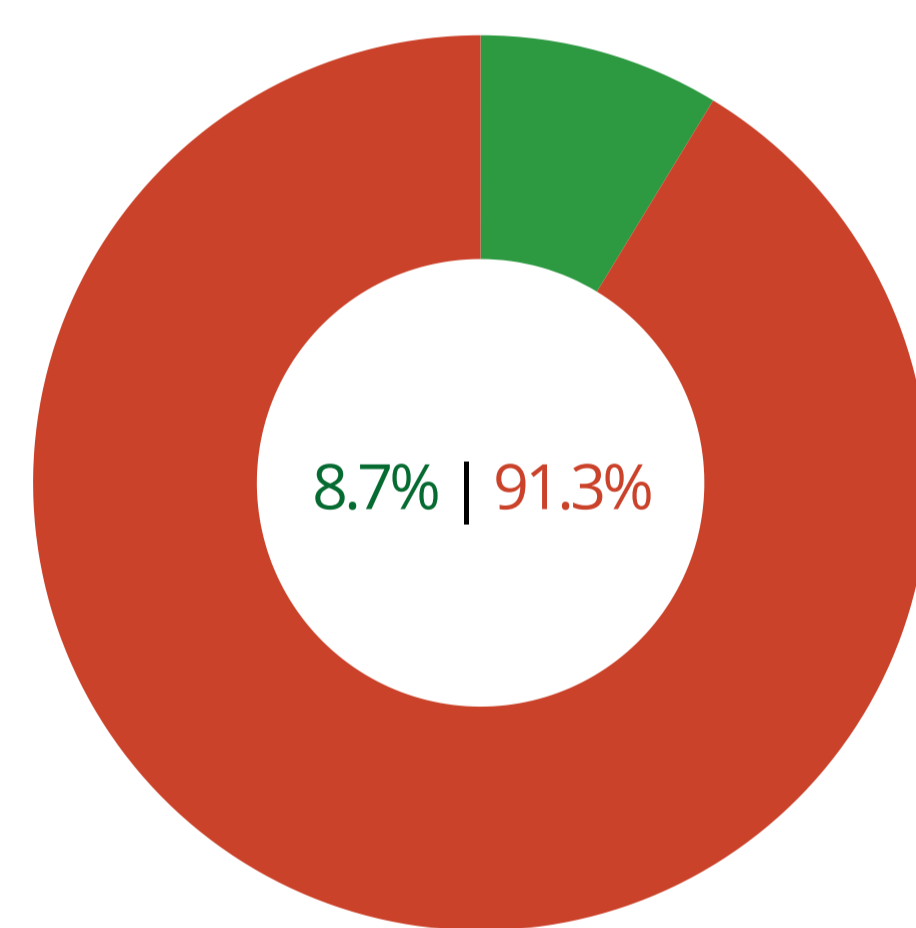
FEMALE



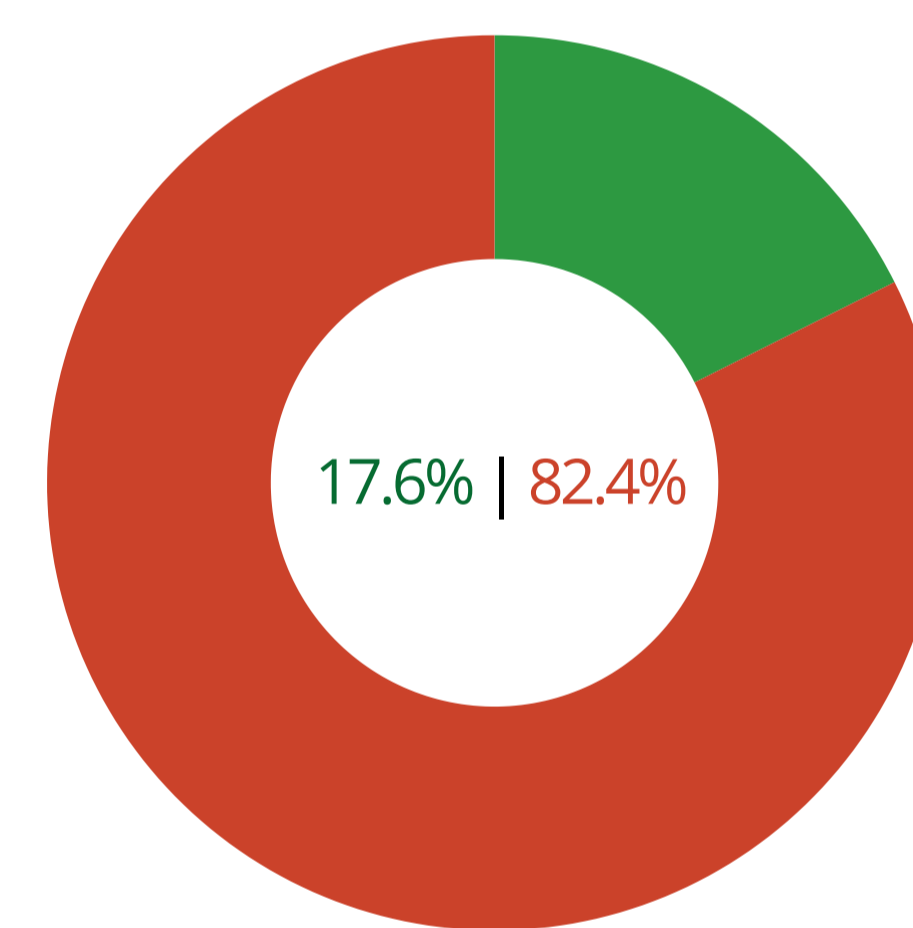
Quartile 1
(lower)



Quartile 2



Quartile 3



Quartile 4
(upper)

Proportion of male and female staff in quartiles

A message from **Viki Reid**, CEO of The Gateway Learning Community Trust

The Gateway Learning Community Trust ensures that our job roles are evaluated to ensure fair pay in each role and we advertise each job with no gender bias.

However, across the organisation, we are aware that the majority of support roles (including learning support, administration, catering and cleaning staff) which generally command lower salaries than teachers, are mainly female. This accounts for the gender pay gap.

Of the top 25 highest paid roles within the GLC, 16 are held by female members.

Viki Reid | CEO | The Gateway Learning Community Trust

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