

GENDER PAY GAP 2021 - 22

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PAY DATA

DIFFERENCE IN HOURLY RATE

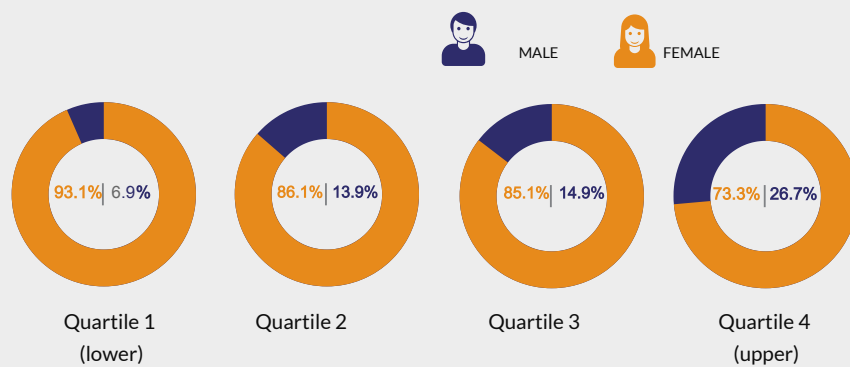
MEAN	MEDIAN
Women's mean hourly rate is 26.6% lower than men's	Women's median hourly rate is 25.3% lower than men's

In other words, when comparing mean hourly rates, women earn **73.4p for every £1** men earn

In other words, when comparing median hourly rates, women earn **74.7p for every £1** men earn

PAY QUARTILES

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

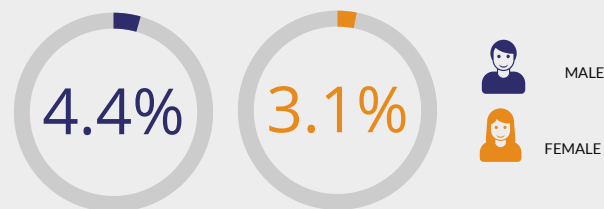


DIFFERENCE IN BONUS PAY (GOLDEN HELLO)

MEAN	MEDIAN
Women's mean bonus pay (Golden Hello) is 100% higher than men's	Women's median bonus pay (Golden Hello) is 100% higher than men's

BONUS PAY (GOLDEN HELLO)

The graphic across shows the proportion of male and female colleagues receiving a bonus (Golden Hello).



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 20 highest paid roles within the GLC, 14 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