The colleague body at GSAL includes approximately twice as many women as men, with women represented across all quartiles. The slightly higher ratio of women to men in the lower quartiles is due to the volume of roles predominantly held by women, such as catering colleagues and teaching assistants. This helps to explain the difference in hourly rates when calculating the mean and median.

Our recruitment process is fair, transparent and consistent; we wish to appoint the best candidate for the role regardless of their gender or background. We select shortlists solely according to each diverse

panel to prevent unconscious bias. We offer flexible working opportunities, subject to the requirements of the school day, to enable colleagues