



GENDER PAY GAP 2020

Introduction

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 all employers of 250 employees or more should publish their gender pay gap.

This should not be confused with Equal pay which is the statutory right for men and women to be paid the same for completing work of equal value. The Gender Pay Gap is a review of the average earnings between men and women within an organisation.

Pay at Wellsway Multi Academy Trust

WMAT use the pay scales for teaching staff in accordance with the School Teachers' Pay and Conditions document. For the majority of support staff, we use the pay scales set by the NJC (National Joint Council for Local Government Services).

Teaching staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning that earnings are based on performance outcomes, . Support staff also have a robust performance appraisal process in place and move through their pay scales on an annual basis irrespective of gender.

Gender Pay Gap Reporting

In line with Government guidance this report is based on the number of contracts held at the snapshot date and therefore as required all calculations incorporate employees holding multiple contracts. To ensure our average hourly rate calculations are accurate employees holding multiple contracts have been counted in accordance with the number of contracts held rather than as a single member of staff. .

This format is in line with Government guidance and consistent with our previous reporting format. Our actual staff headcount is circa 800.

Snapshot Date	31 March 2020
No of Schools in Trust	13 Schools

Gender Pay Gap

- **Mean gender pay gap 24.97%**

This calculation shows the difference between the mean hourly rates of pay that male and female relevant employees receive.

The mean hourly rate of pay for 2020 is £17.63 for female employees and £23.50 for male employees.

There is a reduction of 3.75% from last year.



- **Median gender pay gap** **38.34%**

This calculation shows the difference between the median hourly rates of pay that male and female relevant employees receive.

The median hourly rate of pay for 2020 is £11.88 for female employees and £19.26 for male employees.

This a reduction of 9.11% from last year.

The following calculations are not applicable to us:

- Median bonus gender pay gap
- Mean bonus gender pay gap
- Proportion of males receiving a bonus payment
- Proportion of females receiving a bonus payment

Table of proportion of males and females in each quartile pay band

Quartiles	Positions within Quartile	Male Positions	Female Positions	Male Positions %	Female Positions %
Lower Quartile	261	28	233	10.73%	89.27%
Lower Middle Quartile	260	61	199	23.46%	76.54%
Upper Middle Quartile	261	67	194	25.67%	74.33%
Upper Quartile	260	87	173	33.46%	66.54%

Commentary

We are committed to equality, diversity and inclusion and to reducing the pay gap. .

At the snapshot date of 31 March 2020 Wellsway Multi Academy Trust consisted of:

- 3 Secondary academies
- 2 Studio schools
- 1 Special academy
- 7 Primary academies
- Central Trust Staff

We are a flexible employer and a significant number of our employees take up this flexibility and in line with the education sector roles many of the female employees are part-time. We recognise that our workforce is predominantly female due to the flexibility of part time and term time only roles that are available.

Whilst this will impact on the average salaries, given the nature of our sector it is also a factor that influences the decision of applicants and staff retention.



A large proportion of our staff have joined via TUPE processes.

Our lower quartile gender pay gap is significantly influenced by the fact that we have a large in-house catering team of over 40 members of staff who are part time females.

We also acknowledge the factors that impact the structure of our workforce such as:

- Geographical limitations
- Teacher recruitment and retention difficulties at National level
- Flexible working arrangements
- Additional schools joining the Trust

Taking account of these we remain committed to taking positive action to address and reduce our pay gap: This includes:

- Continuing to positively recruit to all positions and ensure that our recruitment processes, pay and professional development policies are fair and transparent.
- Equal and diverse recruitment strategies eg using all media available to ensure we target the widest range of applicants.
- Women in leadership coaching - The Trust leadership development programme for those aspiring to middle and senior leadership continues and is open to all staff.
- Challenging stereotypical roles to ensure equal gender opportunities for areas such as IT, Premises/Site Management, Teaching Assistants / Catering staff
- Maintaining good employment working relations with employees and unions for consultation on policies affecting terms and conditions of employment.

The Executive leadership team and the HR Committee have reviewed this data.

Declaration

I can confirm that the above information has been prepared from our payroll data on the snapshot date of 31st March 2020 and fairly represents Gender Pay Gap information for Wellsway Multi Academy Trust.

A handwritten signature in black ink that reads 'A Arlidge'.

**Andrea Arlidge
Chief Executive**

10th March 2021