



## **GENDER PAY GAP 2021**

### **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.

The Gender Pay Gap is a review of the average earnings between men and women within an organisation and is distinct from Equal pay which is the statutory right for men and women to be paid the same for completing work of equal value.

### **Pay at the Trust**

Wellsway Multi Academy Trust became Futura Learning Partnership (the trust) from 1 September 2021.

The trust 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.

|                        |               |
|------------------------|---------------|
| Snapshot Date          | 31 March 2021 |
| No of Schools in Trust | 13 Schools    |

### **Gender Pay Gap**

- **Mean gender pay gap 19.73 %**

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 2021 is £18.47 for female employees and £23.01 for male employees.

**There is a reduction of 5.24 % in the mean gender pay gap compared to the data in 2020.**

- **Median gender pay gap**                      **27.50 %**

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 2021 is £12.69 for female employees and £17.51 for male employees.

**This a reduction of 10.84 % in the median gender pay gap compared to the data in 2020.**

**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        | 263                       | 38             | 225              | 14.45%           | 85.55%             |
| Lower Middle Quartile | 264                       | 64             | 200              | 24.24%           | 75.76%             |
| Upper Middle Quartile | 263                       | 67             | 196              | 25.48%           | 74.52%             |
| Upper Quartile        | 263                       | 83             | 180              | 31.56%           | 68.44%             |

**Commentary**

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

At the snapshot date of 31 March 2021 the trust consisted of:

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

We are a flexible employer and a significant number of our employees take up this flexibility and as is consistent with the education sector roles, many of our female employees are part-time. We recognise that this impacts our workforce which is predominantly female due to the flexibility of part time / 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.

Another factor is the proportion of female staff that have joined via TUPE processes.

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

- Geographical limitations
- Teacher recruitment and retention difficulties at national level
- Flexible working arrangements

Taking account of these we remain committed and are making progress with positive action to address and reduce our pay gap such as:

- Challenging stereotypical roles to ensure equal gender opportunities for areas such as Premises/Site Management, HR, finance, Teaching Assistants / Catering staff
- Review all relevant development opportunities with regard to ethnicity, diversity and inclusion.
- 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 composition of recruitment panels.
- 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**

A handwritten signature in black ink, appearing to read "A. Arlidge".

***I can confirm that the above information has been prepared from our payroll data from 31 March 2021 and fairly presents the Gender Pay Gap information for Futura learning partnership (the trust). Equality, Diversity and Inclusion is a strategic priority for the Trust and we remain committed to providing opportunity for development and growth for all our employees.***