



GENDER PAY GAP REPORT

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, Wellsway Multi-Academy Trust is required to measure and report on the gender pay gap in the organisation.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation as set out below. We are required to publish the results on our own website and a government website within once calendar year of 5 April 2017.

Under the Regulations we are required to report on the following 6 measures

1. The difference in the mean pay of full pay men and women expressed as a percentage
2. The difference in median pay of full pay men and women expressed as a percentage
3. The difference in mean bonus pay of full pay men and women expressed as a percentage
4. The difference in median bonus pay of men and women expressed as a percentage
5. The proportion of men and women who received bonus pay and
6. The proportion of full pay men and women in each of four quartile bands

In relation to the other areas the data is based on 537 staff paid on the data capture date of 31 March 2017: 158 male and 379 female. The results for the statutory calculations are as follows;

1. Mean Gender Pay Gap (hourly rate)

Male	£19.47
Female	£15.19

The mean gender pay gap – The difference between the mean hourly rate of pay that male and female full –time equivalent employees receive is therefore 22%.

2. Median Gender Pay Gap

Male	£19.57
Female	£12.81

The median gender pay gap - The difference between the median hourly rate of pay that male and female full –time equivalent employees receive is therefore is 35%.

The Trust has not paid any bonus payments over the period 1 April 2016 to 31 March 2017 and therefore there is no requirement to report on measure 3, 4 and 5 above.

6. The proportion of males and females in each quartile pay band.

Quartile	Male No	Male %	Female No	Female %	Total No
Lower quartile A	17	12.7	117	87.3	134
Lower middle B	36	26.9	98	73.1	134
Upper middle C	50	37.3	84	62.7	134
Upper quartile D	55	40.7	80	59.3	135

Further analysis

Support staff posts including casuals (284 staff)

Male	63
Female	221

Teaching staff posts including casuals (253 staff)

Male	95
Female	158

Supporting Statement and Narrative

Wellsway Multi Academy Trust, at the data capture date of 31 March 2017, comprised of:

- 2 secondary academies
- 2 studio schools
- 1 special school
- 2 primary schools and
- Central trust offices

Wellsway Multi Academy Trust operates as an equal opportunities employer, and takes appropriate steps to ensure that it does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities.

The Trust recruits to oppose gender specific roles and has employees in roles that nationally are considered gender biased, for example the Chief Executive Officer is female.

The majority of support staff roles in the trust are part – time, either aligning closely with the hours of attendance of pupils or for part of that time. This not only includes the number of hours per week but also the number of weeks worked each year. Whilst this will impact on the average salaries, it is also a factor that influences the decision of applicants and the continuation of employment with the Trust from staff. 78% of the Trust's support roles are filled by female staff.

It is common in the Education sector for a high proportion of the workforce to be female. The Trust has a 29.4% male workforce and 70.6% female. Over 90% of staff within the Trust have joined via TUPE processes.

The overall published UK gender pay gap is 18.1%.

The Trust will monitor this data on an ongoing basis as growth and change within the Trust may alter the data by the next reporting date. It is recognised that under TUPE processes the Trust has no control over the staffing complement where Academies join the Trust.

The Trust is also looking to implement leadership development programmes for those aspiring to middle and senior leadership and career development / progression utilising the apprenticeship levy, to support and enable equal access to all staff.

This initial report and its data provides a baseline for the Trust to compare to in future years to identify any trends and consider progress made on reducing the gender pay gap.

Signed: 

Date: 19 March 2018

Andrea Arlidge
Chief Executive Officer
WMAT