



GENDER PAY GAP 2019

Context

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 we have now published the following gender pay gap report.

Snapshot Date 31 March 2019
 No of Schools in Trust 13
 No of Relevant Employees 698 (540 Female 77.5%, 158 Male 22.5%)

Gender Pay Gap

- Mean gender pay gap 28.72%

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

- Median gender pay gap 47.45%

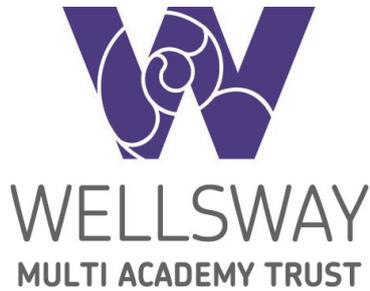
This calculation shows the difference between the median hourly rates of pay that male and female relevant employees receive.

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	196	21	175	10.71%	89.29%
Lower Middle Quartile	195	34	161	17.44%	82.56%
Upper Middle Quartile	195	51	144	26.15%	73.85%
Upper Quartile	196	66	130	33.67%	66.33%



Narrative

We are committed to equality, diversity and inclusion and to closing the pay gap. We will continue to positively recruit to all positions and ensure that our recruitment processes, pay and professional development policies are fair and transparent.

At the snapshot date of 31 March 2019 Wellsway Multi Academy Trust consisted of:

- 3 Secondary academies
- 1 Special academy
- 2 studio schools
- 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, it is a factor that influences the decision of applicants and the continuation of employment from staff.

The majority of our staff have joined via TUPE processes. It is recognised that under TUPE processes that we have no control over staffing compliment where academies join us. Our gender pay gap is also 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 acknowledge the challenges that affect the structure of our workforce such as:

- Geographical limitations
- Teacher recruitment crisis at National level
- Flexible working arrangements
- Additional academies joining the Trust

It is recognised generally in education that

- More women apply to work in the sector due to attractive working patterns i.e. part time and term time contracts to work around child care responsibilities
- Part time work can be less highly paid

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). 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, irrespective of gender.

Taking account of the factors above we are committed to:

- Equal and diverse recruitment strategies
- To explore women in leadership coaching – we have implemented a leadership development programme for those aspiring to middle and senior leadership which is open to all staff.
- Challenging stereotypical roles to ensure equal gender opportunities for areas such as IT, Premises/ Site Management ,Teaching Assistants
- 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 2019 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

28th February 2020