

Gender Pay Gap Report 2018

This statement has been published in accordance with the Gender Pay Gap Reporting Regulations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which came into force on 6th April 2017.

This legislation requires UK employers with 250 or more employees to publish annual statutory calculations showing the pay gap between male and female employees.

The gender pay gap is not the same as equal pay. Equal pay ensures that men and women receive the same pay for carrying out the same or equivalent work. The gender pay gap is an average figure for all employees within the UK workforce, irrespective of the job they do.

The mean gender pay gap is the difference between the hourly rate of pay of male colleagues and that of female colleagues. Full time equivalent rates apply in all cases.

The median gender pay gap is the difference between the median hourly rate of pay of male colleagues and that of female colleagues. Full time equivalent rates apply in all cases.

The data in this report includes all staff within Wellsway Multi Academy Trust.

The figures include the hourly rate for each relevant colleague as defined by the legislation.

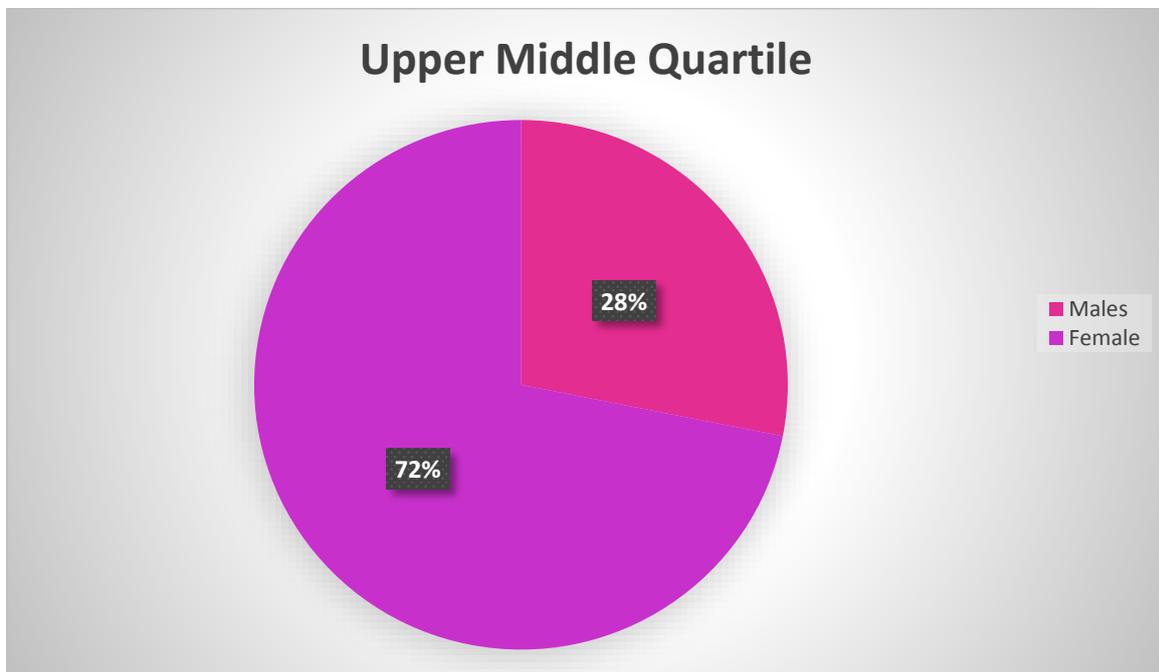
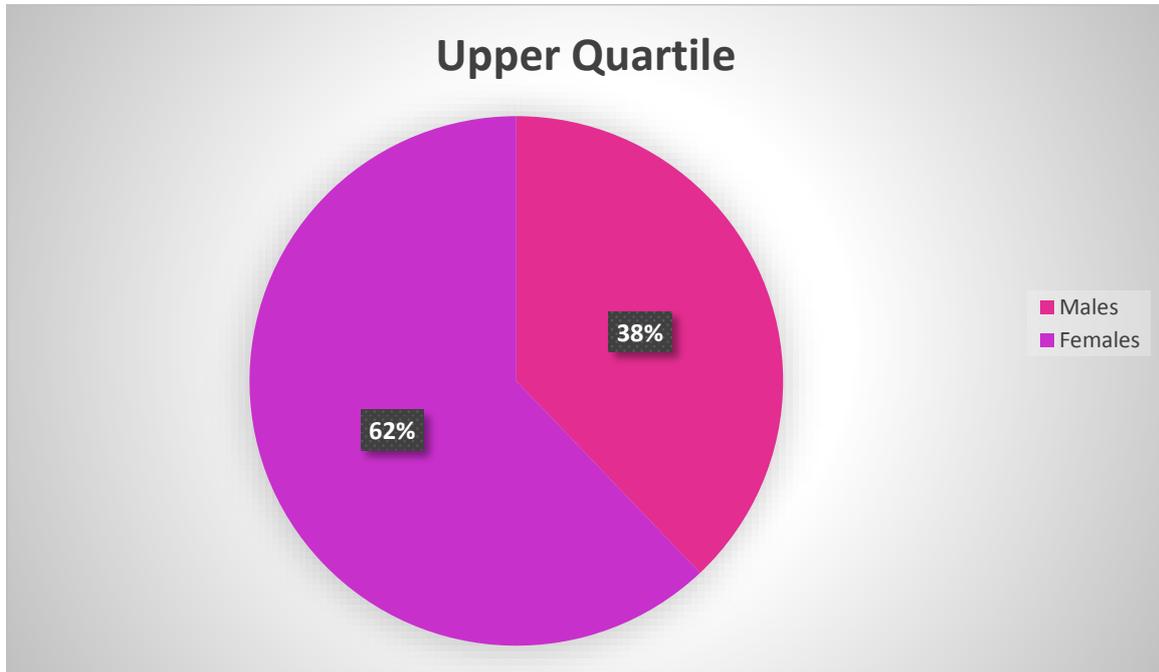
The Trust does not make bonus payments to staff and therefore has nothing to report on this element of the legislation.

We collected our data at the snapshot date when our workforce consisted of 460 women and 151 men, totalling 611 members of staff.

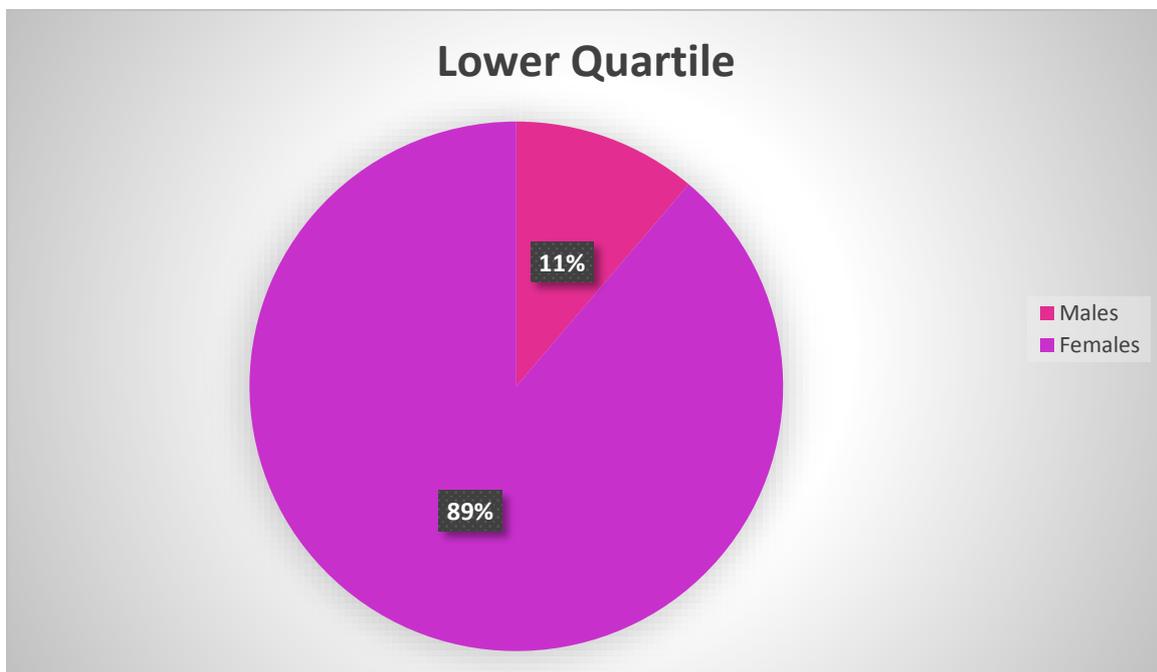
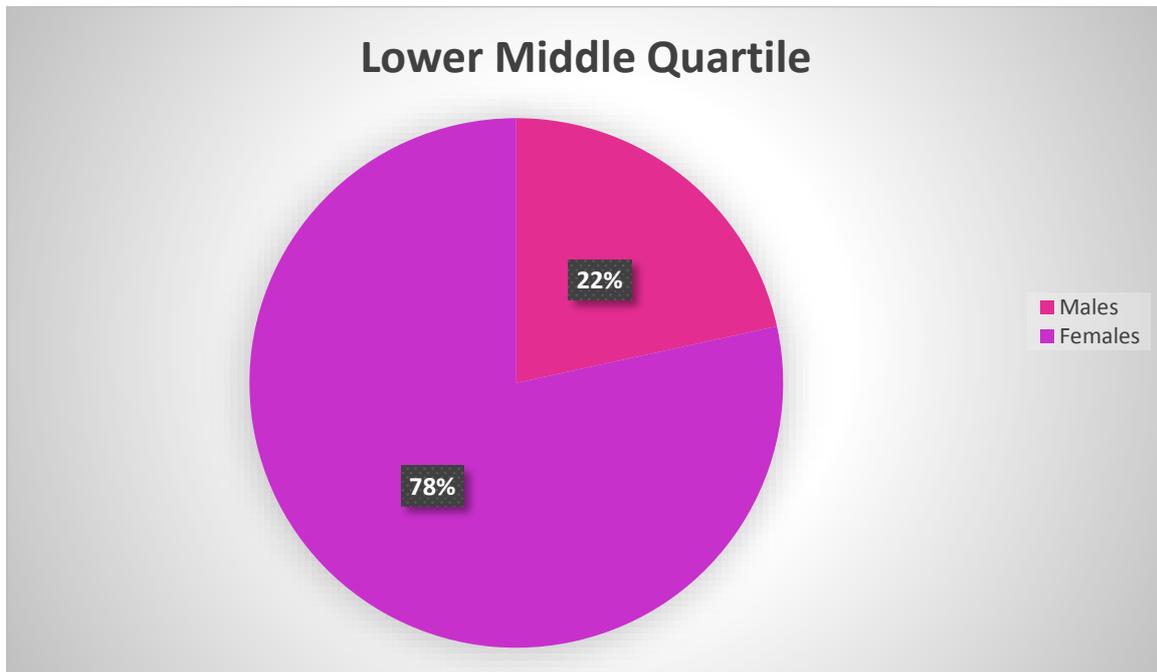
The figures show that the Trust has a mean pay gap of 23% which is slightly higher than 2017 when it was 22%. The mean rates of pay are £15.50 for women and £20.26 for men. A gap of £4.76

The median gender pay gap is 32% which is slightly less than 2017 when it was 35%. The median rates of pay are £12.53 for women and £18.32 for men. A gap of £5.79.

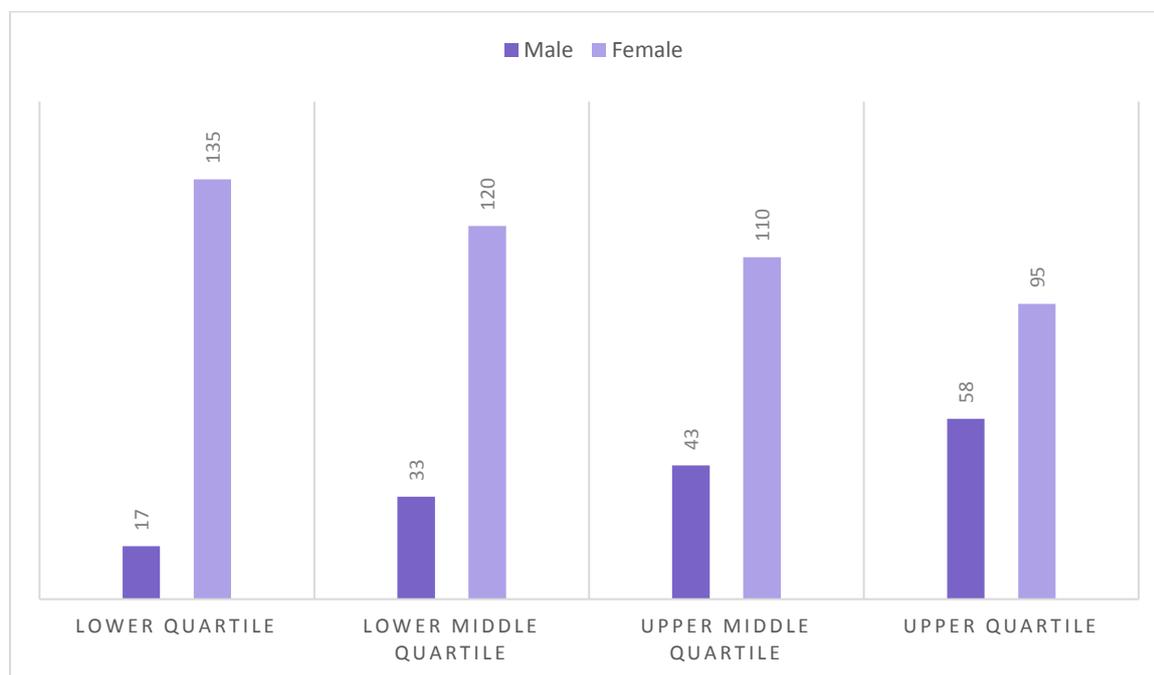
Proportion of men and women in each pay quartile



Proportion of men and women in each pay quartile



Number of men and women in each pay quartile



Wellsway Multi Academy Trust (WMAT) 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 data provided in this report comprises of 10 schools and central Trust offices as follows:-

- 2 secondary schools
- 2 studio schools
- 1 special school
- 5 primary schools

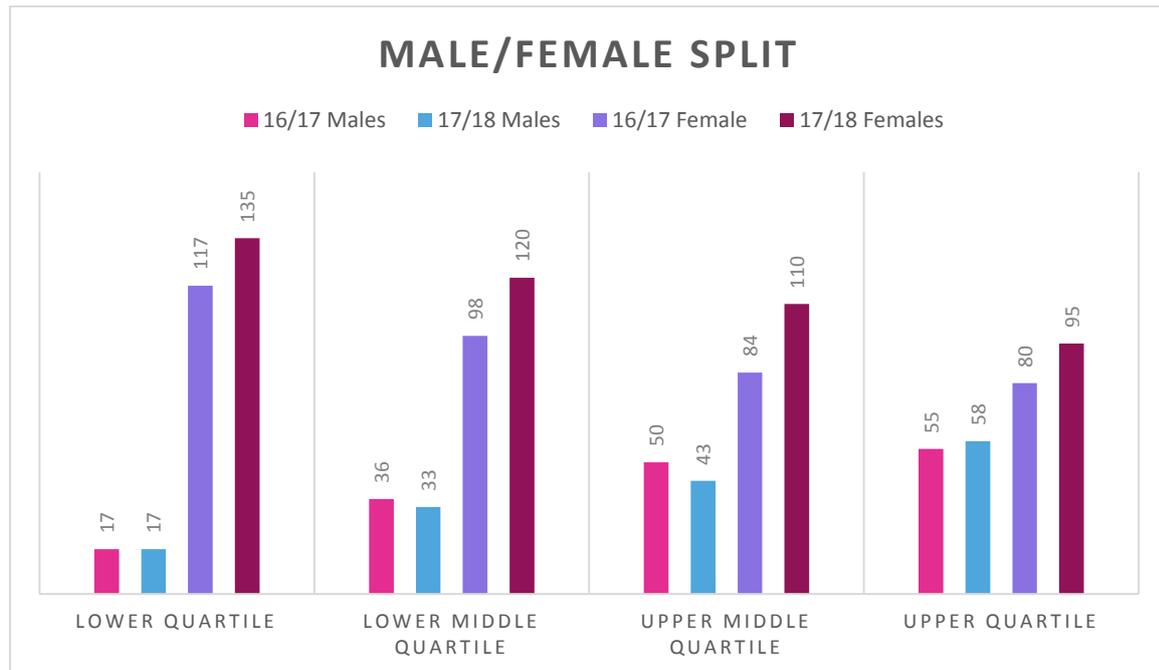
Given that our workforce split is a 75/25 majority of women, we would like our gender pay gap to better reflect the make-up of our organisation.

Our figures tell us we have significantly more women in lower paid roles in the organisation. This is consistent within the Education sector (National MAT comparison data published July 18).

Whilst the gender balance is higher for women across all quartiles, the number of men in the lower and middle quartiles is low. This reflects the pattern in other Multi Academy Trusts. In the sector this is due to a high number of part time roles such as lunchtime supervisors which often suit working patterns that are traditionally chosen by women.

WMAT figures also show that we have more highly paid male colleagues.

The table below shows a comparison of the split between women and men for the 16/17 and 17/18 year. Three schools joined WMAT during 17/18, increasing the overall number of staff by 74. The impact of this is that the number of female employees have increased in all quartiles. The number of males in the lower middle and upper middle quartiles have reduced slightly and have increased slightly in the upper quartile.



How are we addressing our Gender pay gap?

Diversity creates a stronger, sustainable and more effective organisation so we need to keep working at creating an environment which is desirable to all potential colleagues.

We are committed to addressing and reducing our gender pay gap. We want to increase the proportion of women in our higher paid senior posts, and increase the proportion of men in our lower paid roles.

We understand that developing an effective action plan is an on-going process and will take some time to develop. We will be:-

- Exploring how we can attract more women into higher paid senior posts,
- Investing time in promoting WMAT as a great place to work and develop a career,
- Ensuring all our interview panels are gender balanced,

- Encouraging more men into roles where they are under-represented through recruitment messaging,
- Delivering diversity training to raise awareness of unconscious bias across both genders.

Signed: 

Date: 14th March 2019

Andrea Arlidge
Chief Executive Officer
WMAT