

GENDER PAY GAP REPORTING

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires Wickersley Partnership Trust to publish their gender pay gap report annually to demonstrate how large the pay gap is between our male and female employees. We publish these results by 31st March each year.

Employers must set out the six key metrics, the figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation. The data below is calculated using a snapshot of payroll data at March 2018.

We use these results to assess:

- the level of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The results of these 6 key statutory calculations are identified in the table below:

Total Employees 926	Female Employees 721	Male Employees 205
1. Mean Gender pay gap in hourly pay as a percentage of men's pay	18.9%	
2. Median gender pay gap in hourly pay as a percentage of men's pay	30.8%	
3. Average bonus gender pay gap as a mean average	NA	
4. Average bonus gender pay gap as a median average	NA	
5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment	No bonus payments made	
6. Proportion of males and females when divided into four groups ordered from highest to lowest pay		
Upper Quartile	Male 32%	Female 68%
Upper Middle Quartile	Male 26%	Female 74%
Lower Middle Quartile	Male 19%	Female 81%
Lower Quartile	Male 10%	Female 90%

Gender Pay Gap Narrative

Wickersley Partnership Trust is an equal opportunities employer. We support the fair treatment of all staff, irrespective of gender through our transparent recruitment process, pay policy, and professional development process. All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role. For teachers we have pay scales aligned to the School Teacher Pay and Conditions Document that are reviewed on an annual basis and rewarded for their professional performance, wider contribution to the school and their level of experience. For support staff we have a pay system of grades set by the NJC (National Joint Council for Local Government Service) and via a process of Job Evaluation Scheme. Therefore, grades vary according to the level of responsibility that employees have. Each grade has a set pay range; employees are expected to move through the pay range for their grade. The longer period that someone has been in a grade, the more we would expect him or her to earn irrespective of his or her gender.

While there is an apparent pay gap between men and women, the national average (using the Annual Survey of Hours and Earnings figures) is currently around 17.9%, the overall pay gap reflects workforce composition rather than pay inequalities, this is contextualised by the demographic of the employees in that the majority of the workforce is female, and that there is a substantial skew in lower salaried jobs which are historically and predominantly occupied by females.

In primary schools particularly (of the 11 schools reported there are 7 primaries) the percentage of females to males is in the order of 94%:6%. A significant number of the female posts are support posts which attract lower salaries. Females and males are paid at the same rate for the same work on standard scales. The fundamental reason therefore for the identified gender pay gap is the disparity in proportion between female and male in term-time only, part-time, lower paid roles in schools such as lunchtime supervisors and teaching assistants. Although we have a majority of females in the junior pay grades, we also have a majority of women in the upper leadership grades. Across Wickersley Partnership Trust female employees account for 68% of all Leadership Roles. The Trust senior leadership team consists of 67% female employees including the Chief Executive Officer.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap. Wickersley Partnership Trust is committed to ensuring that all staff receive equal pay for equal work regardless of gender. Male and female staff within the Trust are treated equally on appointment and throughout their careers at Wickersley Partnership Trust.

Supporting statement

I can confirm that the above information has been prepared from our payroll data from the snapshot date of March 31, 2018 and fairly represents the gender pay gap information for Wickersley Partnership Trust.

Helen O'Brien Chief Executive Officer and Accounting Officer

Published details can be found on GOV.UK Gender Pay Gap website

You can learn more about Gender Pay Reporting by visiting: www.acas.org.uk/genderpay.