



WICKERSLEY
PARTNERSHIP
TRUST.

Gender Pay Gap Report 2022

WICKERSLEY PARTNERSHIP TRUST

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 wickersleypt.org **CEO:** Mrs H O'Brien



Introduction

Wickersley Partnership Trust (WPT) presents their seventh Gender Pay Gap Report covering the reporting period 2021-2022.

The Government requires us to submit and publish information regarding our gender pay gap on an annual basis, and the information is based on a snapshot date of 31 March each year. This report summarises the key findings of the report.

What information must we publish?

1. The difference between the mean (or average) hourly rate of pay of relevant male employees and that of relevant female employees
2. The difference between the median (or mid-point) hourly rate of pay of relevant male employees and that of relevant female employees
3. The difference between the mean bonus pay paid to relevant male employees and that paid to relevant female employees
4. The difference between the median bonus pay paid to relevant male employees and that paid to relevant female employees
5. The proportions of relevant male and female employees who were paid bonus pay in the relevant 12-month period
6. The proportions of relevant male and female employees in four notional quartiles pay bands.

How is the difference in mean hourly rates determined?

The mean (or average) hourly rate is a calculation of the average hourly rates over the group of varying figures.

The difference in mean hourly rates of pay for relevant male and female employees is expressed as a percentage of the mean hourly rate of pay for relevant male employees.

How is the difference in median hourly rates determined?

The median (or mid-point) hourly rate of pay of a group of employees can be calculated by listing all relevant employees in the group in order of their earnings and identifying the hourly rate paid to the individual who appears in the middle of the list.

The difference in median hourly rates of pay for relevant male and female employees is expressed as a percentage of the median hourly rate of pay for relevant male employees.

How are the quartile bands worked out?

The overall pay range is split into four notional pay bands; each pay band must contain the same number of employees representing a quarter of the workforce.

Key Findings

The Trust gender pay gap overall is:

28.33% Mean

Formula

(Add all Male staff hourly rate together) ÷ number of Males = Mean rate for Men

(Add all Female staff hourly rate together) ÷ number of Females = Mean rate for Female

(Mean rate for Men - mean rate for Female) ÷ mean rate for Men = **Total Mean Gender Pay Gap %**

50.56% Median

Formula

Sort the Males' hourly rate from highest to lowest, take the hourly rate in the middle = Median for Men

Sort the Females' hourly rate from highest to lowest, take the hourly rate in the middle = Median for Female

(Subtract the Median hourly rate for Females from the median for Men) ÷ by the Median rate for Men x

Utilising the same data and divided Teaching and Support staff into separate groups the results are as follows:

Teachers

3.57% Mean

3.24% Median

Support Staff

14.07% Mean

14.65% Median

In order to show a truer representation of the actual Mean and Median differences by gender we have separated the two pay scales.

The closer the Mean and Median percentages are to each other evidences less of a gender pay difference. The ideal result would be for the two values to be identical. By separating the Teacher and Support Staff pay scales the Mean and Median rate show a much-reduced difference.

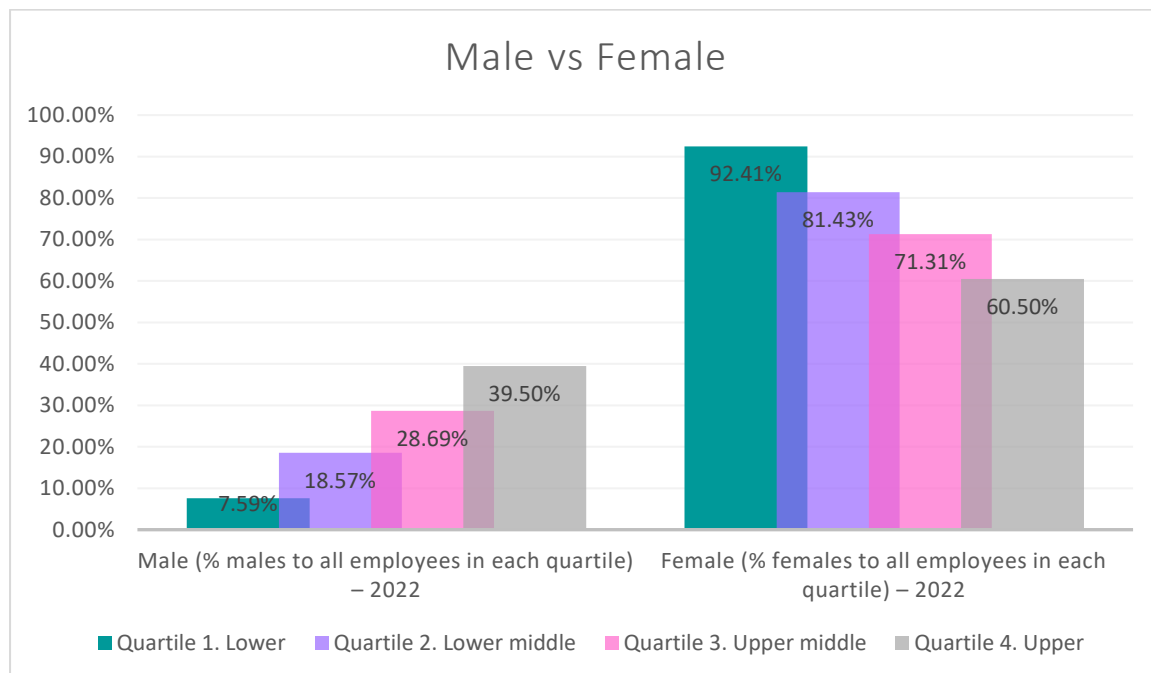
Comparisons to other Trusts

Trust	Mean	Median
Trust A	30.00%	61.00%
Trust B	23.70%	40.40%
Trust C	22.28%	44.09%

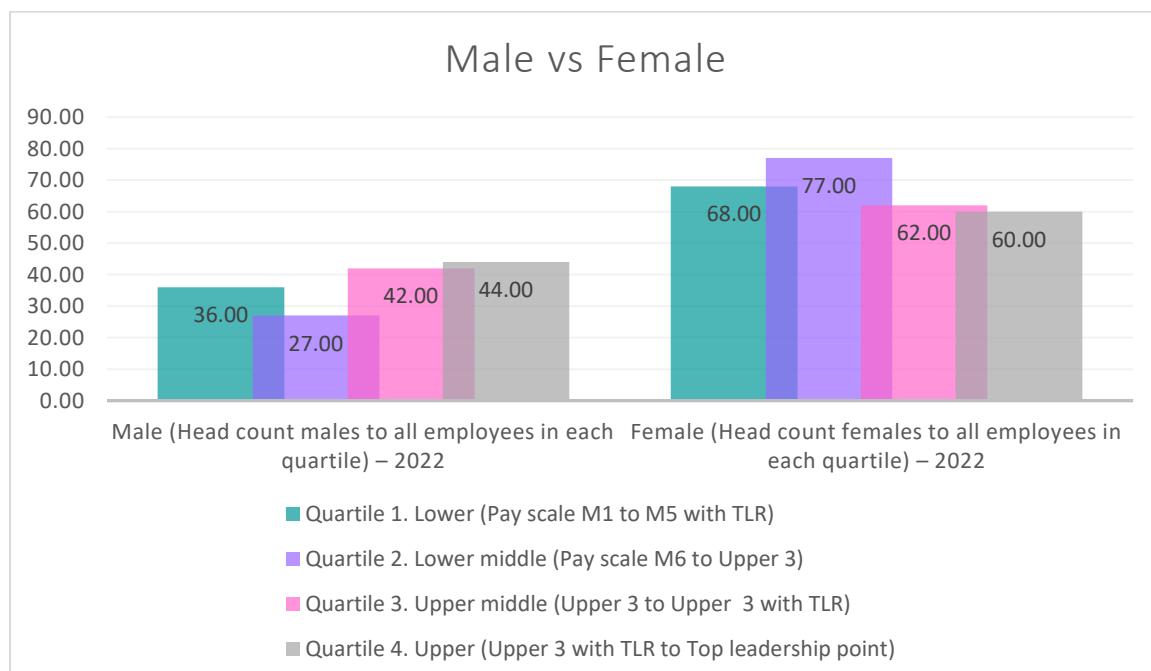
**Factors that can vary the figures from one Trust to another is outsourcing of services like catering, cleaning which employs lower paid staff, Wickersley Partnership Trust tend to employ this demographic directly, this is reflected in the lower quartile in comparison to schools who outsource these services. The employment of apprentices also has similar effect, both points elevate the value of the Mean and median percent.*

Gender Split per Quartile 2022 - Overall

The following data we submit nationally, which details our gender split against four quartiles.

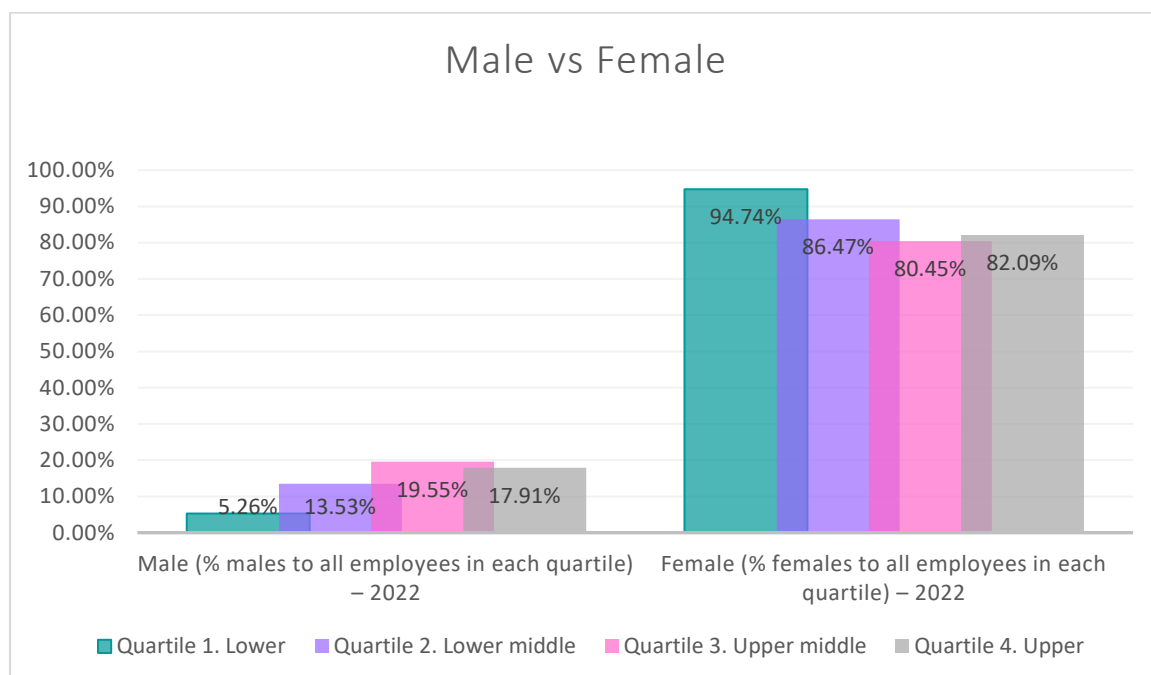


Gender Split per Quartile 2022 – Teachers Only



In line with National School Teachers' Pay and Conditions (STPCD) each pay scale is paid exactly the same amount irrelevant of gender.

Gender Split per Quartile 2022 – Support Staff Only



In line with the National Joint Council (NJC) for Local Government Services National Agreement on pay and conditions (the Green Book) all Support Staff pay scales are paid exactly the same amount for each role irrelevant of gender.

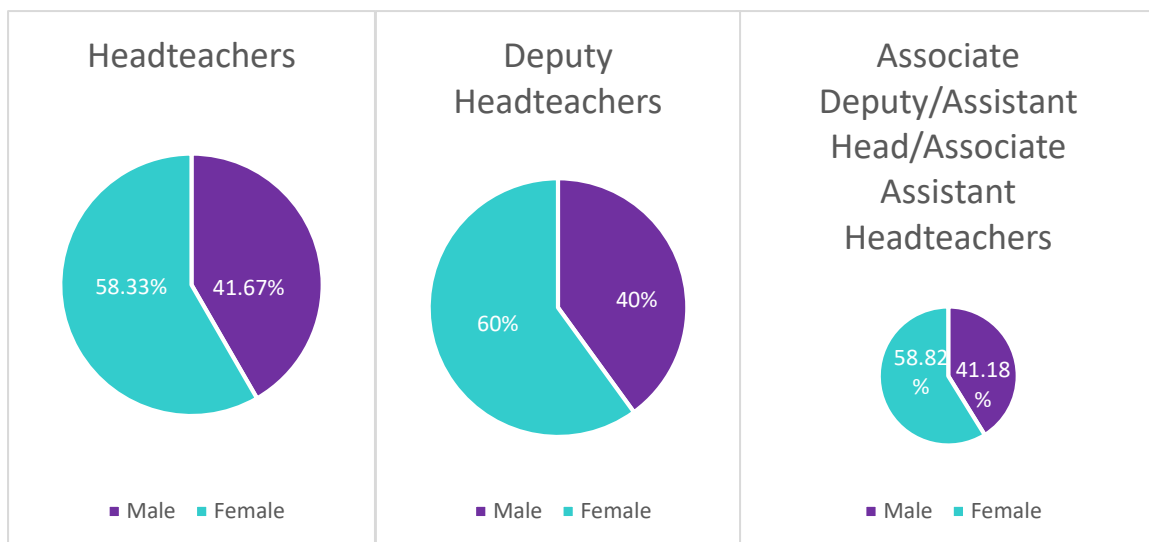
The Trust staffing consists of a higher ratio of females to males in all quartiles, the majority of males reside in the upper quartile for teaching staff, when reviewing the support staff table, you can see males occupy the upper middle quartile. The posts that occupy overall lowest quartile are Support Staff roles, for example Administrators, Apprentices, Breakfast Club Assistants, Caretakers, Cleaners, Drivers, Finance/Payroll Assistants, Lunchtime Assistants, Sports Assistants, Teaching Assistants and Technicians. The majority of these occupations are undertaken by female staff.

However, our statistics demonstrate a strong gender equilibrium in the top layers of the Trust, 60% of the Trust’s top ten earners are female and 56% of the top 50 earners in the trust are also female.

Top Earners

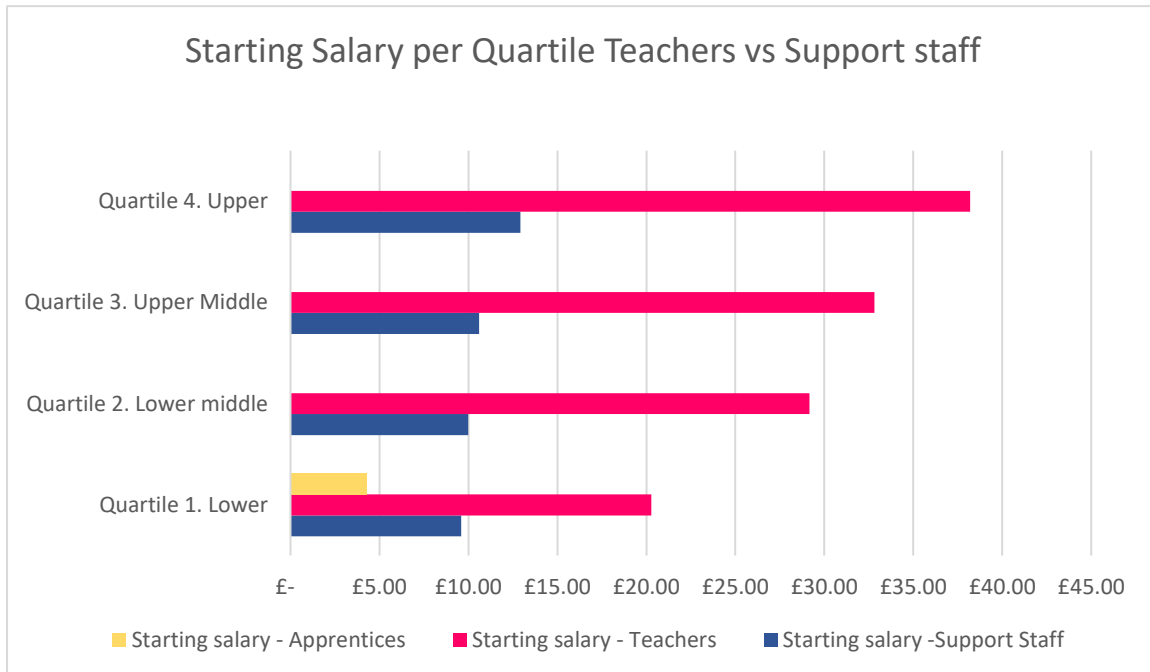


Headships Across the Trust

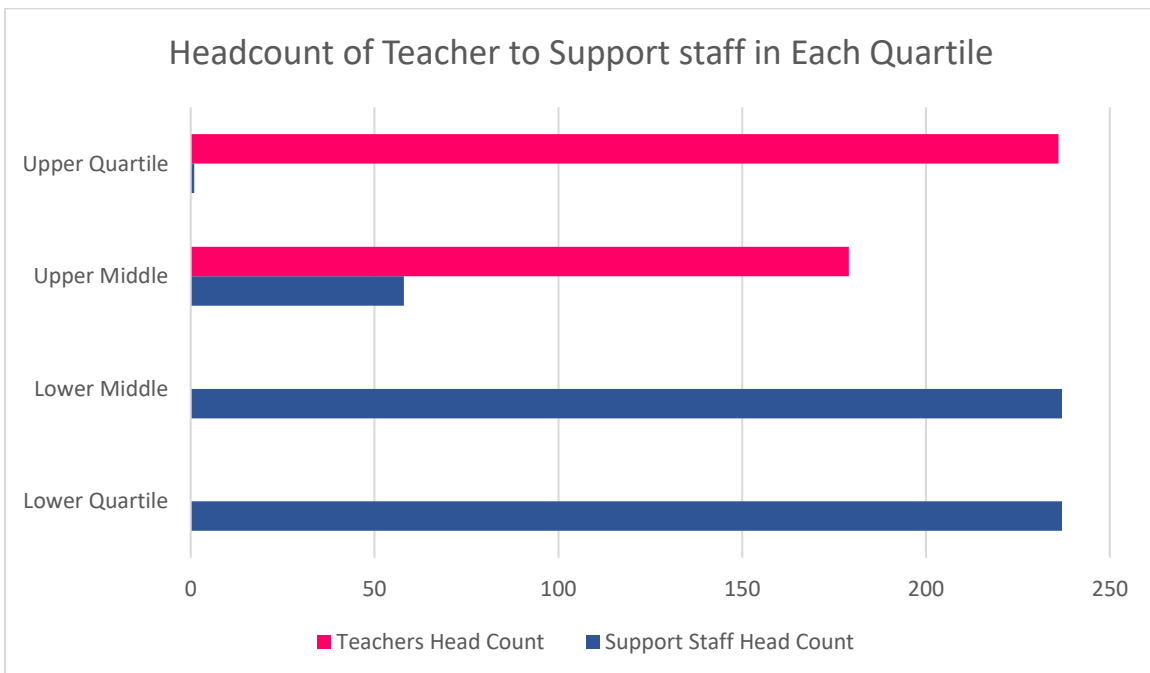


A crucial aspect in the gender pay gap is the significant variance in the pay scale structure for Support Staff and Teaching staff including the differences in Terms and Conditions. This can show a disproportionate difference in the gender pay gap ratios. The variance of pay scales is not governed by the Trust it is driven by National agreed pay scales for both Teachers and Support Staff. However, WPT has removed the lowest NJC pay scale band for Support Staff which is £9.50 per hour and has started the pay scale at £9.60 per hour (*£4.30 for Apprentices). A qualified Teachers' starting salary is more than double that of Support Staff and is currently pay scale M1 - £20.29 per hour. This is a variance of just over £10.69 (*£15.99) per hour and equates to a 52.69% (*78%) difference. It is important to note again that these pay scales are equivalent for both male and female.

Starting Salary per Quartile – Teachers vs Support Staff

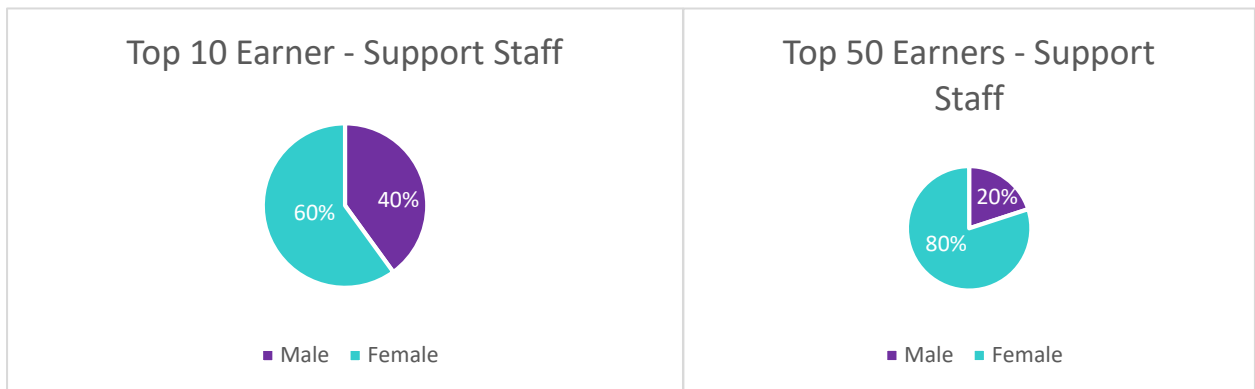


This point is highlighted in the table presented below, giving a visual demonstration of where Teachers and Support Staff sit in each quartile. It reveals that the 2 lower quartiles have no teaching staff due to the variance in the two pay scales.

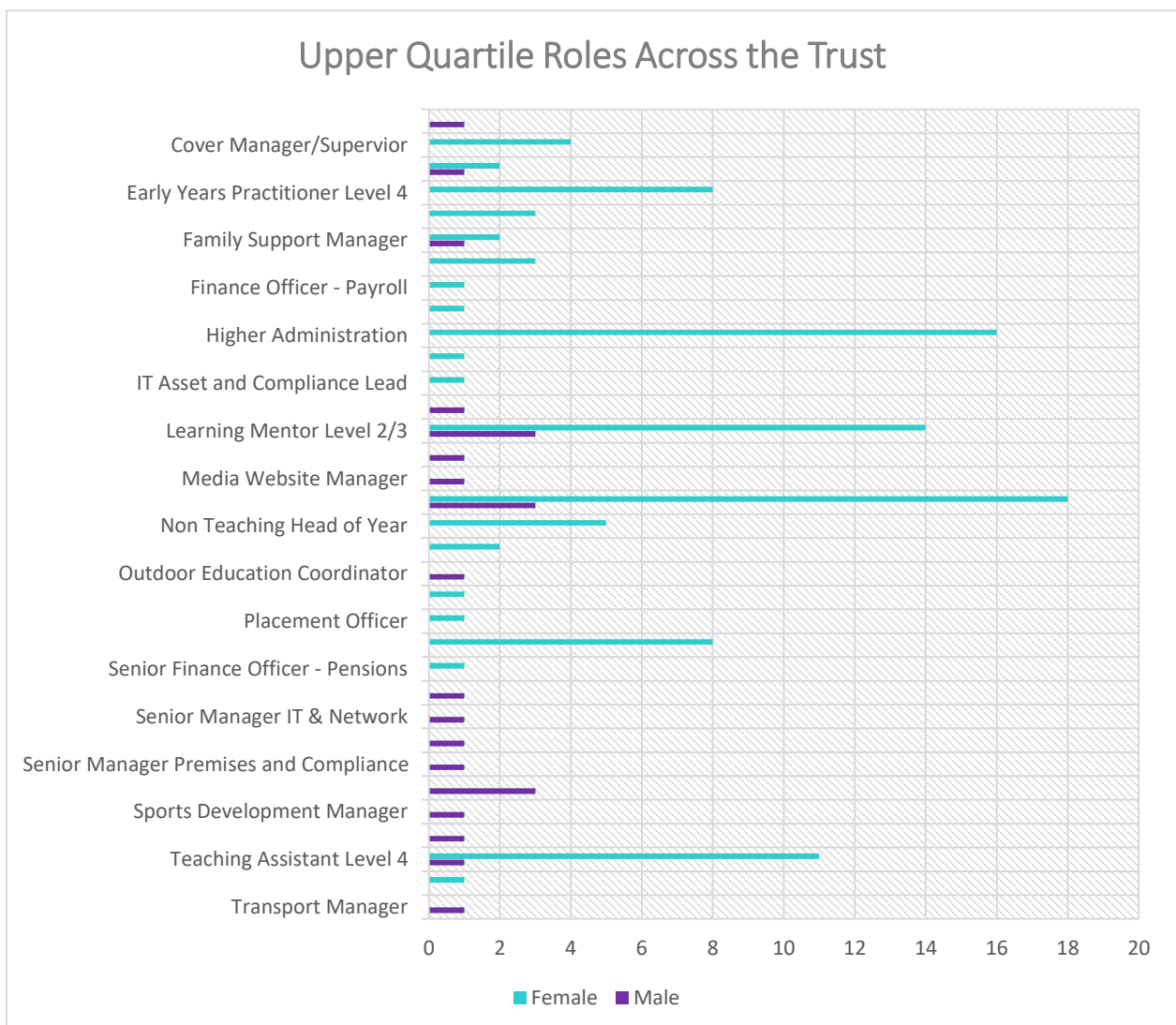


The Gender Pay Gap Report requires the two pay scales to be amalgamated together in one report and therefore presents an unfair representation of the overall pay gap. Another factor to consider when comparing the lower quartiles to other Trusts is the outsourcing of services like catering and cleaning which typically employs roles in the lower pay bands. WPT tend to employ this demographic directly and this subsequently increases the percentage of staff in the lower quartile.

The pie charts below demonstrate the difference in gender for the top 50 Support Staff earners and shows a female dominance in these roles.



The graph below highlights the gender split between the upper quartile roles, of which 18% are male occupied and 82% female.



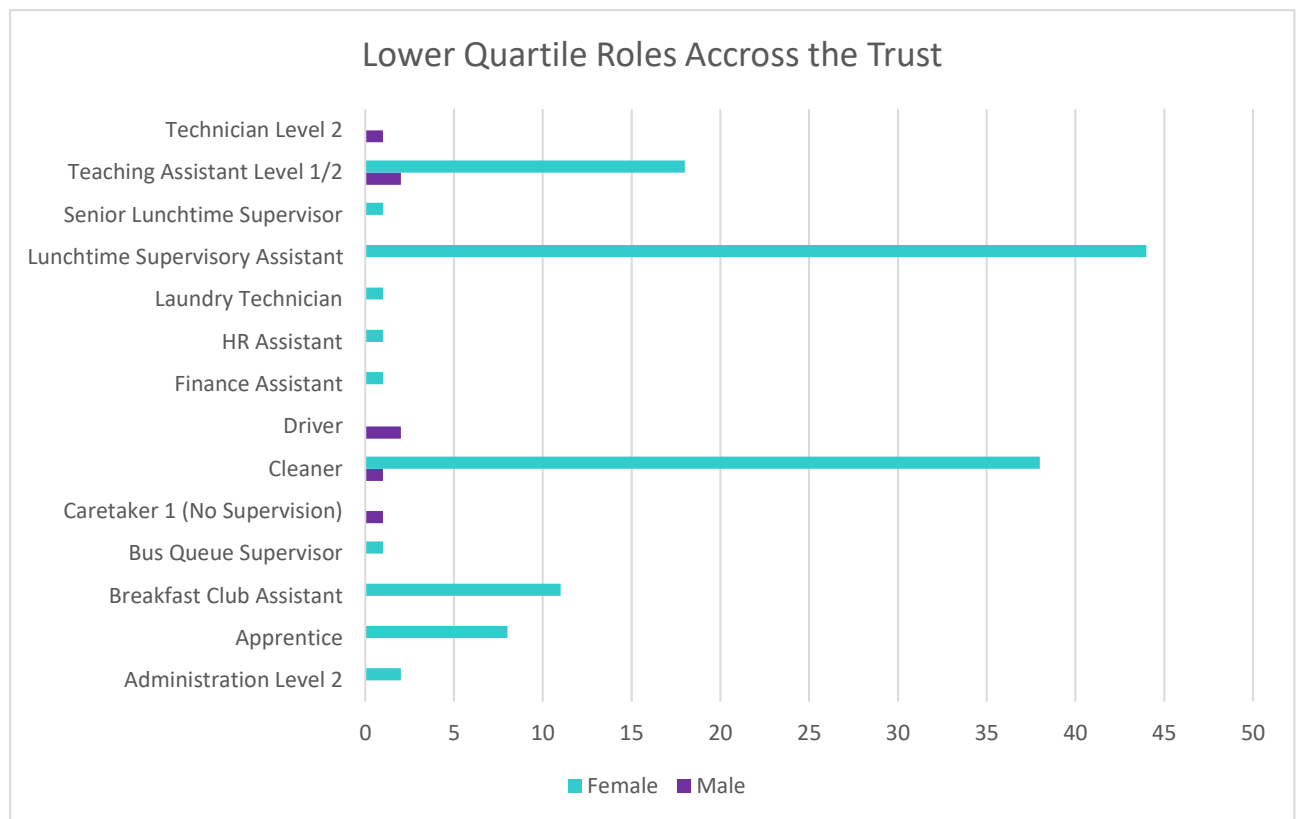
Posts in the upper quartile require a level of qualification in order to undertake these roles, and all posts are subject to job evaluation.

The next graph highlights the gender split between the lower quartile roles, of which 5% are male occupied and 95% female.

Whilst it is acknowledged that the gender difference is higher for the lower quartile roles, both graphs demonstrate a higher percentage of female occupied roles which is a trait in the Education Sector.

The Lower Quartile consists of posts that do not require formal qualifications above GCSE level, however would still be subject to job evaluation as part of the national framework. These roles also allow a higher degree of flexibility or term time only positions and are therefore more family friendly and encourage an increased percentage of females (working mums).

Another point to note in this area is that WPT actively employ employee apprentices who then go on to take up higher paid roles in the Trust. Whilst undertaking an apprenticeship the statutory hourly rate of pay is paid and this naturally decreases the overall lower quartile Mean rate.



Teachers - are paid according to the “National School Teachers' Pay and Conditions” (STPCD) (the Burgundy book).

Starting salary for a newly qualified Teacher who has met the “Teachers Standard Framework” would start on M1 and progress in WPT on the 1 September each year.

A teacher joining the Trust from another school would be placed on the spinal point relevant to the number of years’ service completed from qualifying date, and then progress each year after that.

Support Staff - are paid according to the “National Joint Council” (NJC) for Local Government Services National Agreement on pay and conditions (the Green Book).

Support staff roles are subject to Job Evaluation:

“Job evaluation is: “a method of determining on a systematic basis the relative importance of a number of different jobs” Job evaluation schemes are used as the basis for fair pay systems. The aim of job evaluation is to provide a hierarchy of jobs that is fair and non-discriminatory”

The Trust adopts this method by utilising a “Job Family Structure” of roles (*a copy of which is available on request*).

For example:

Teaching Assistant Level 1 would start on Band 2 Point 2

Teaching Assistant Level 2 would start on Band 3 Point 3

Teaching Assistant Level 3 would start on Band 4 Point 6

See below progression chart for a typical Teacher and Support Staff.

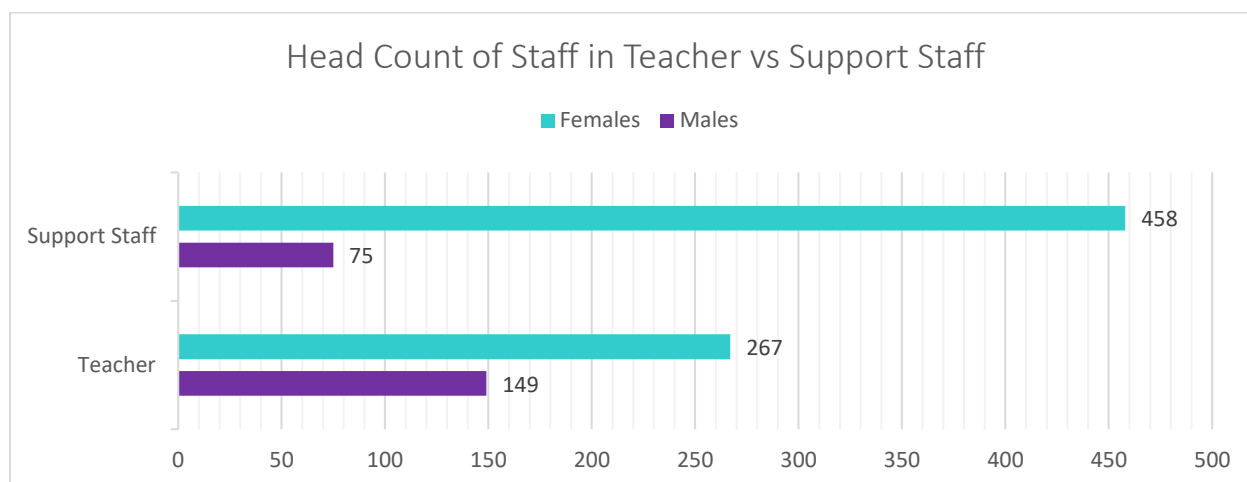
Years of Employment	Teacher Progression	Support Staff Progression Teaching Assistant Level 3
1 st Year	M1	WPT Band 4 Point 6
2 nd Year	M2	WPT Band 4 Point 7
3 rd Year	M3	WPT Band 4 Point 8
4 th Year	M4	WPT Band 4 Point 9
5 th Year	M5	WPT Band 4 Point 10
6 th Year	Upper 1	WPT Band 4 Point
7 th Year	Upper 2	<i>Please note that progression to the top of band 4 to 13 will only be made where exceptional performance can be evidenced. (see Model Pay Policy for Teaching & Support Staff – Appendix G)</i>
8 th Year	Upper 3	

The above demonstrates gender has no bearing on the starting salary and pay based on the framework of either the Burgundy or Green book.

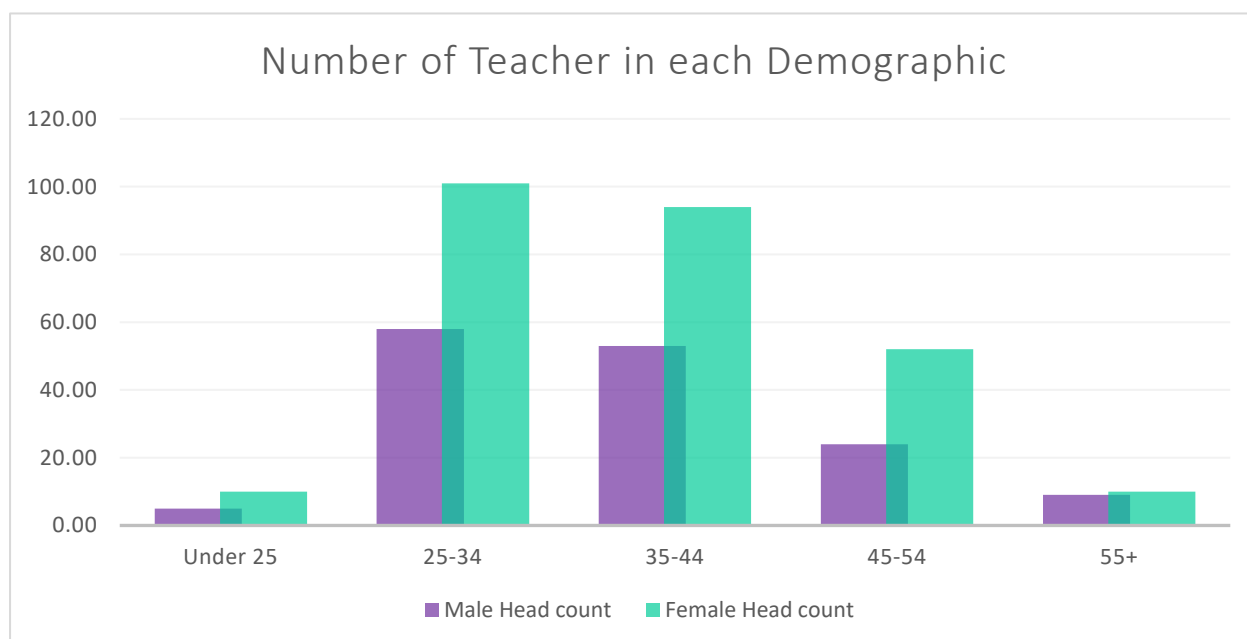
Overall Headcount, Gender & Age Ratio

At 31 March 2022, we had 949 members of staff

- 725 Female – 76%
- 224 Male – 24%



The above shows the headcount of males to females in both Support and Teaching roles. Females dominate in both sectors and there is a belief that women are drawn to the Educational Sector due to the nurturing nature of the roles and the flexibility the roles allow.



The Age profile in our Teachers shows a female dominance in all groups and shows that females continue to teach throughout their working career.

In the male age demographic of 46-55 Teachers drop more than half in comparison to the 36-45 age group. WPT continues to review leaver information in an effort to establish reasons behind these statistics. Potential reasons include health, stress, personal circumstances, change in career and/or move to another school. In comparison the reduction in females of the same demographic present reasons for leaving mainly around family commitments.

It is interesting to note that there is a known nationwide issue with Teachers leaving the profession providing the reason as; due to “the feeling that the education profession is not valued or trusted by the Government and media” *quote taken from “The latest annual survey of 1,788 National Education Union members”* <https://neu.org.uk/press-releases/state-education-profession>

This report also highlighted that Teachers tend to leave the profession, in general, after 10 years. WPT data shows, in comparison that we are actually retaining staff for a much longer period than the national average.

Teachers generally retire once reaching the qualifying age of 55 in order to access their teacher’s pension.

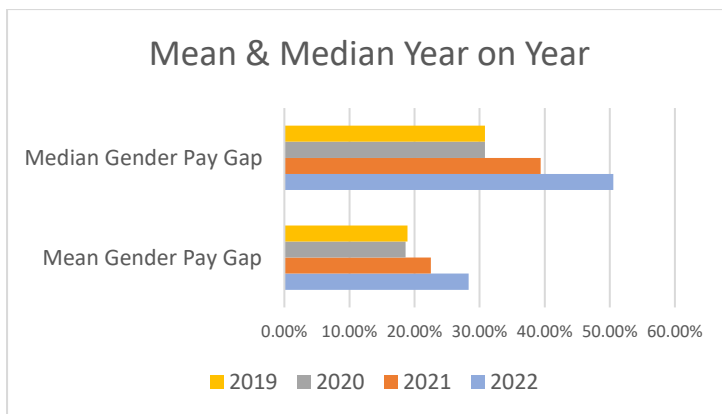
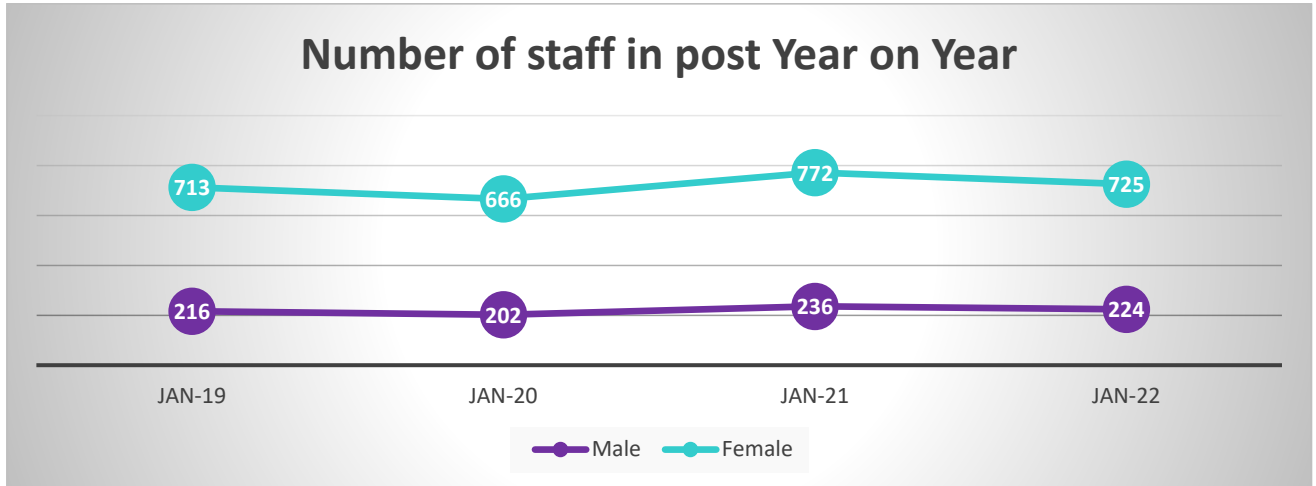
Career progression within the Trust is important and there are equal opportunities for both male and female staff within WPT. In particular for Teachers, the Trust employs 149 male and 267 female Teachers. The graph shows an increase in headcount in the 25-35 demographic due to the fact that this is the age group most teachers attain qualified teacher status (QTS).

The Trust implemented a change to the nationally recognised appraisal process for teachers by changing our policy to support teacher’s progression to the Upper pay scale by allowing staff to automatically progress to Upper 1 after completing one year at main pay scale 6 (M6) based on the assumption that they have met the relevant teachers’ standards criteria. Any staff member on M1-M5 may also apply for the upper pay scale during a Workforce Development review.

Year on Year Comparisons

Last year our overall gender pay gap across the Trust was 22.5% mean and 39.40% median.

Staff numbers have remained relatively stable.



It is worth noting that there was a substantial difference in the pay award agreed in 2021-2022 for Teachers and Support Staff.

The Teachers pay award varied between a 5% to 9% increase, whereas Support Staff were only increased by 1.75% across all pay scales.

2022				
	Quartile 1 Lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quartile 4 Upper
Male	8%	19%	29%	39%
Female	92%	81%	71%	61%
2021				
Male	10%	17%	28%	40%
Female	90%	83%	72%	60%
2020				
Male	10%	18%	32%	33%
Female	90%	82%	68%	67%
2019				
Male	10%	19%	26%	32%
Female	90%	81%	74%	68%
2018				
Male	10%	19%	26%	32%
Female	90%	81%	74%	68%

Breaking Stereotypes

WPT exists to further the interests of the young people that it serves and as such believes strongly in breaking down stereotypes. We are committed to setting the right examples to students in that they can be whatever they choose to be in any role in life.

WPT is committed to driving equality in all roles and positively promoting all roles to both male and female staff regardless of the typical demographic in that role. One area where WPT is making headway is Design Technology, which was once a male dominated area and now has a female to male ratio of 16:12.

WPT has also seen an increase in females joining the male dominated area of site support such as, Caretakers & Site Managers and we will continue to drive this change.

As already noted pay is exactly the same for all equitable roles with no disparity in gender difference.

We strive for diversity in all roles across the Trust and will continue to encourage an improved balance of gender in all roles.

The recruitment process will continue to use gender neutral language when advertising vacancies and positively promote roles equally to improve gender equality.

Conclusion

As determined in previous reports and also noted in detail in this report, all posts within WPT are aligned to Nationally agreed pay scales; NJC for support staff, STPCD for teaching staff. All roles within the Trust are subject to external job evaluation and assigned the appropriate pay grade. All employees move through the pay range associated to their grade on an annual basis.

Whilst, on the whole, when viewing the pay gap within WPT without any context, the raw data identifies an apparent pay gap between men and women. However, upon deeper analysis and when applying context, the gap reflects workforce composition rather than pay equalities. This is contextualised by the demographic of the employees in that the majority of the workforce is female.

It remains that a significant number of part time Support Staff roles which naturally attract lower pay scales e.g. Cleaners, School Meals Supervisors, Teaching Assistants etc. are occupied by females throughout the Trust. These roles present opportunities that have always been more preferable to females and recruitment statistics consistently evidence applications from females.

It is a recognised Industry wide fact that Education establishments attract a higher proportion of female staff due to the nature of the roles and the flexibility provided. The fundamental reason therefore for the identified gender pay gap is the disparity in proportion between females and males in term-time only, part-time, lower paid roles in schools.

The challenge in WPT and across the UK is to eliminate any gender pay gap. WPT 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.

Addressing the Gender Pay Gap

	Action	By Who	By When
Recruitment and Retention	Analyse exit data to determine reasons that specific age demographics leave the profession and identify appropriate actions	Trust HR	On-going
	Analyse recruitment data to review whether there are any additional actions that can be taken to increase gender equality in certain gender specific dominated roles	Trust HR	Dec 23
	Review structured interview questioning documents to include standardised criteria for answers to reduce the impact of unconscious bias when scoring answers provided by candidates	Trust HR	Sept 23
Career Progression and Workforce Development	Ensure equal opportunities for all staff in relation to career progression	SLT / Trust HR	Ongoing

Supporting Statement

I can confirm that the above information has been prepared from our payroll data from the snapshot date of March 31, 2022 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.