



WICKERSLEY
PARTNERSHIP
TRUST.

GENDER PAY GAP REPORT

2021

WICKERSLEY PARTNERSHIP TRUST

c/o Clifton Community School Cranworth Road Campus,
Cranworth Road, Rotherham, S65 1LN

 01709 807600  contactus@wickersleypt.org

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



INTRODUCTION

Wickersley Partnership present their 5th gender pay gap report covering the financial year 2020-21.

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 quartile 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.

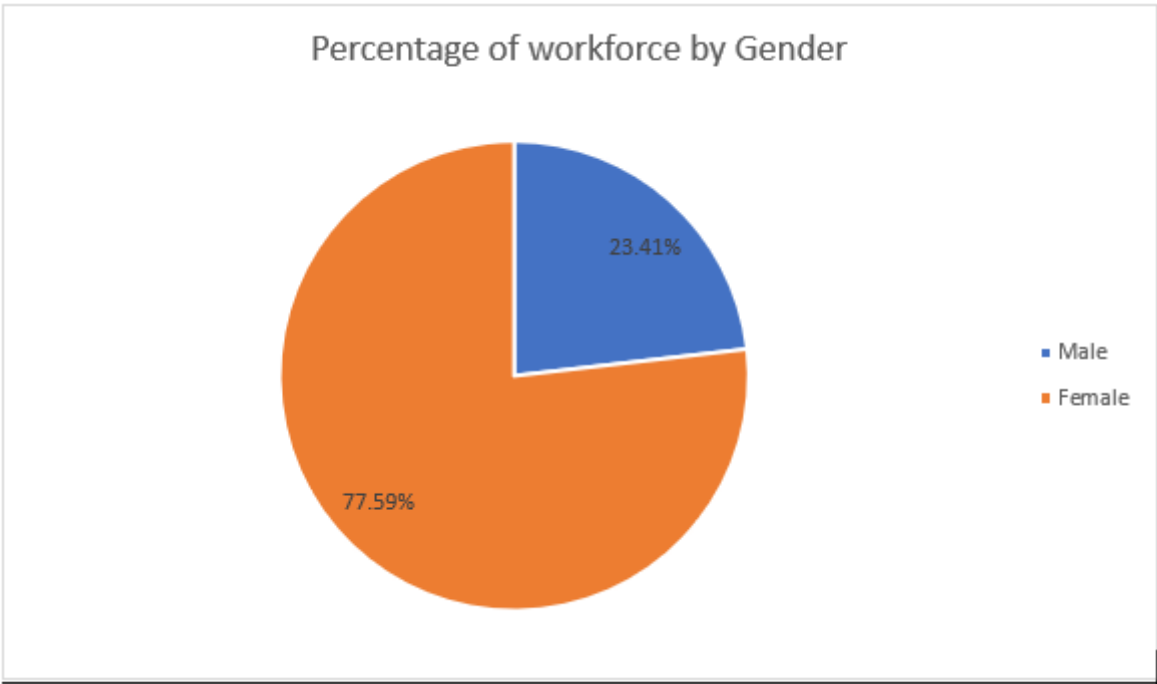
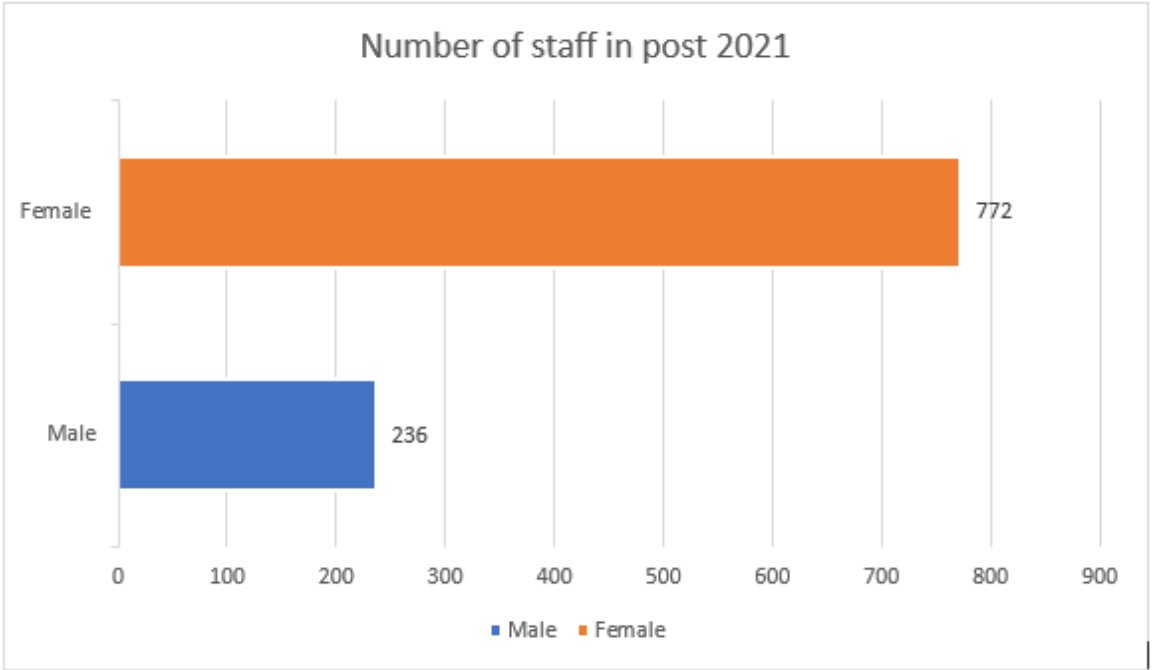
The difference in median hourly rates of pay for relevant male and female employees is expressed as a percentage of the median hourly rate of pay for relevant male employees.

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.

THE RESULTS

At 31 March 2021, we had 1008 members of staff



PERCENTAGE PAY QUANTILES BY GENDER

<p>Quartile 1 - Lower Level</p> <p>90%</p> <p>Quartile 1 - includes all employees whose standard hourly rate places within the lower quartile</p>	<p>Quartile 2</p> <p>83%</p> <p>Quartile 2 - includes all employees whose standard hourly rate places them about the lower quartile but at or below the median</p>
<p>Quartile 3</p> <p>72%</p> <p>Quartile 3 - includes all employees whose standard hourly rate places them above the median but below the upper quartile</p>	<p>Quartile 4 - Top Level</p> <p>60%</p> <p>Quartile 4 - includes all employees whose standard hourly rate places them within the upper quartile</p>

HISTORIC DATA

	Metric	2021	2020	2019
1	Mean gender pay gap	22.5%	18.6%	18.9%
2	Median gender pay gap	39.4%	30.8%	30.8%
3	Average bonus gender pay gap	0.0%	0.0%	0.0%
4	Average bonus gender pay gap	0.0%	0.0%	0.0%
5	Proportion of males & females receiving a bonus payment	0.0%	0.0%	0.0%
6	Proportion of males & females in each pay quartile	See table below	See table below	See table below

2021	Quartile 1	Quartile 2`	Quartile 3	Quartile 4
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%

CAUSE OF THE GENDER PAY GAP

All posts within Wickersley Partnership Trust are aligned to nationally agreed pay scales; NJC for support staff, School Teachers pay and conditions for teaching staff. All roles within the Trust are subjected to job evaluation and assigned the appropriate pay grade. Employees move through the pay range associated to their grade on an annual basis.

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 15.4%, 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.

It remains that a significant number of part time support posts which attract lower salaries e.g. Cleaners, School Meals Supervisors, Teaching Assistants etc. are occupied by females throughout the Trust. Recruitment for these roles has consistently been dominated by applications from females.

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. Although it is often thought that the effect of women taking career breaks and working part time to look after children may affect female career progression within an organisation, Wickersley Partnership Trust has a majority of women in the upper leadership grades. 61% out of the 100 highest paid staff at Wickersley Partnership Trust are female. The Trust Senior Leadership Team consists of 73% female employees including the Chief Executive Officer.

The challenge in our Trust and across the UK 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.

ADDRESSING THE GENDER PAY GAP

	Action	By Who	By When
Pay	Ensure pay is in line with guidance, inflation and competitive with competition	SLT / Trust HR	Annually
Recruitment and Retention	Analyse exit data	Trust HR	Ongoing
	Analyse recruitment data	Trust HR	
	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	
Career Progression and Workforce Development	Promote and encourage in house training	SLT/Trust HR	Annually
	Promote recognition methods in place for staff	Trust HR	
	Promote and encourage participation for all staff in CPD and progression	SLT/Trust HR	
	Ensure processes are fair for all staff through access to Workforce development	SLT/Trust HR	

SUPPORTING STATEMENT

I can confirm that the above information has been prepared from our payroll data from the snapshot date of 31 March 2021 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.