



WICKERSLEY
PARTNERSHIP
TRUST.

GENDER PAY GAP REPORT

2020

WICKERSLEY PARTNERSHIP TRUST

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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. Due to the impact of the Covid-19 pandemic, the Equalities and Human Rights Commission (EHRC) extended the deadline to 5th October 2021.

Gender Pay Gap reporting is not to be confused with Equal Pay. All posts are aligned to nationally agreed pay scales and all staff are paid within the same pay band for the same job role. We support the fair treatment of all staff, irrespective of gender through our transparent recruitment process, pay policy, and professional development process.

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 2020.

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 868 | Female Employees 666 | Male Employees 202 |
|--|------------------------|--------------------|
| 1. Mean Gender pay gap in hourly pay as a percentage of men's pay | 19.8% | |
| 2. Median gender pay gap in hourly pay as a percentage of men's pay | 36.6% | |
| 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 33% | Female 67% |
| Upper Middle Quartile | Male 32% | Female 68% |
| Lower Middle Quartile | Male 18% | Female 82% |
| Lower Quartile | Male 10% | Female 90% |

Gender Pay Gap Narrative

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 15.5%, 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. 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. 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 we have a majority of females in the pay grades, we also have a majority of women in the upper leadership grades. Across Wickersley Partnership Trust female employees account for 69% of all Leadership Roles. The Trust senior leadership team consists of 73% female employees including the Chief Executive Officer. When the gender pay gap is worked out based on full time employees only, the mean gender pay gap is -2.67% and the median -4.46%

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.

Supporting statement

I can confirm that the above information has been prepared from our payroll data from the snapshot date of March 31, 2020 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.