



WICKERSLEY
PARTNERSHIP
TRUST.

Gender Pay Gap Report 2023

WICKERSLEY PARTNERSHIP TRUST

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



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Introduction

The seventh Gender Pay Gap Report for the reporting period 2022-2023 is presented by Wickersley Partnership Trust (WPT). In accordance with government regulations, we are obligated to annually submit and publish information on our gender pay gap, with data collected as of the snapshot date of 31 March each year. This summary encapsulates the essential 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:

27.53% 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 %**

51.32% 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 100 = **Median Gender Pay Gap %**

Overall Teacher & Support Staff

Mean hourly rate pay gap percentage:

Difference £8.01



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

Teachers

5.78% Mean

0.00% Median

Support Staff

11.80% Mean

15.06% Median

All staff are paid on an annualised salary; however,

Support staff standard hours are 37 while Teachers are 32.50 this also causes a disparity between pay between the two pay scales.

Teachers are paid to work 195 day per year so the hourly rate is calculated as follows:

$\text{£}30,000 / 195 \text{ days} / 6.5 \text{ hrs} = \text{£}23.67 \text{ per hour}$

Support staff are paid an annualised salary however there hour rate is calculated as follows:

$\text{£}30,000 / 52.1428 \text{ weeks} / 37 = \text{£}15.55 \text{ per hour}$

Hence, for the same annual salary, the hourly rate differs by £8.12 per hour!!!

To present a more accurate reflection of the genuine disparities in Mean and Median based on gender, we have segregated the two pay scales.

A minimal discrepancy between the Mean and Median percentages signifies a lesser gender pay difference. Ideally, identical values would represent the most favourable outcome. The decision to segregate the Teacher and Support Staff pay scales has significantly narrowed the gap between the Mean and Median rates.

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

In adherence to the National Joint Council (NJC) for Local Government Services National Agreement on pay and conditions, also referred to as the Green Book, every role within Support Staff pay scales receives identical compensation, regardless of gender.

Teachers - are paid according to the “National School Teachers’ Pay and Conditions” (STPCD), commonly referred to as the Burgundy book.

A newly qualified Teacher who has met the “Teachers Standard Framework” would commence at the M1 salary scale and advance within WPT on the 1st of September each year.

For Teachers joining the Trust from another school, their placement on the spinal point is determined by the number of years’ service completed from the qualifying date. Subsequently, they progress annually from that point onward.

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”

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

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

See below progression chart for a typical Teacher

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 Trust has introduced a modification to the nationally recognised appraisal process for teachers by adjusting our policy to facilitate teachers’ progression to the Upper pay scale. This involves allowing staff to automatically advance to Upper 1 after completing one year at main pay scale 6 (M6), under the presumption that they have met the relevant teachers’ standards criteria. Additionally, any staff member on M1-M5 has the option to apply for the upper pay scale during a Workforce Development review.

Overall Headcount, Gender Ratio

At 31 March 2023, we had 994 members of staff

- 792 Female - 80% overall
- 202 Male - 20% overall

Teachers Primary

- 88 Female - 91%
- 9 Male - 9%

Secondary

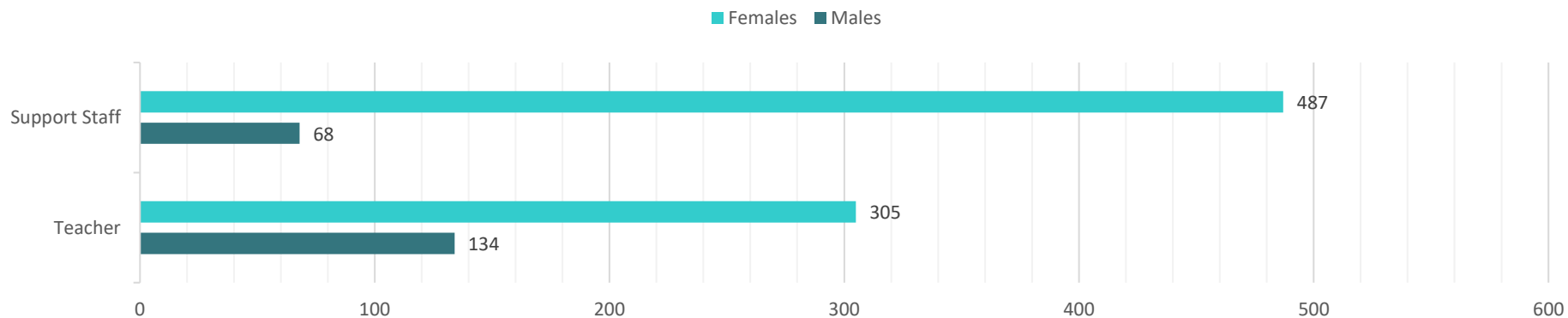
- 217 Female - 73%
- 125 Male - 27%

Gender Balance

The necessity for more male Primary Teachers extends beyond merely breaking down gender stereotypes associated with career choice. It also entails providing children, both girls and boys, with essential role models in instances where they may be lacking such influences in their lives.

WPT are working hard to recruit more male Teachers for primary education and are working hard to employ targeted strategies including creating impactful marketing materials, collaborating with local colleges, attending job fairs, and establishing networks with male educators. We encourage community engagement, provide diversity training, and emphasize the societal and personal rewards of a career in primary education. We also partner with education programs like Learners First and we advocate gender balance, using social media to promote events. These efforts aim to create a diverse and balanced teaching workforce.

Head Count of Staff in Teacher vs Support Staff

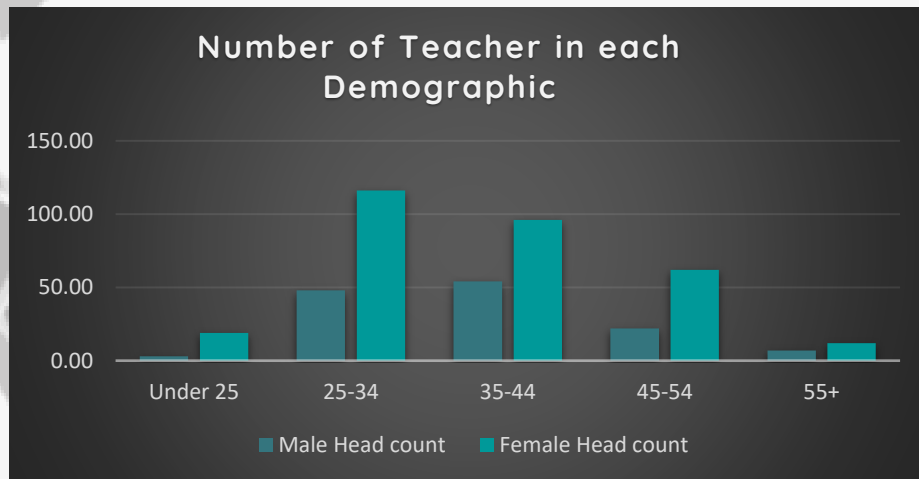


The information above presents the headcount of males to females in both Support and Teaching roles, with females predominantly occupying both sectors. This observation suggests a perception that women are attracted to the Educational Sector, possibly due to the nurturing nature of the roles and the flexibility they offer.

The Age old Question

The age profile within our Teachers indicates a prevalence of females across all age groups, highlighting that women consistently remain engaged in teaching throughout their entire working careers.

In the male age demographic of 46-55, the number of Teachers decrease by more than half compared to the 36-45 age group. WPT consistently reviews leaver information to understand the factors contributing to these statistics. Possible reasons include health, stress, personal circumstances, a change in career, and/or a move to another school. Conversely, the decline in females within the same demographic is primarily attributed to family commitments.

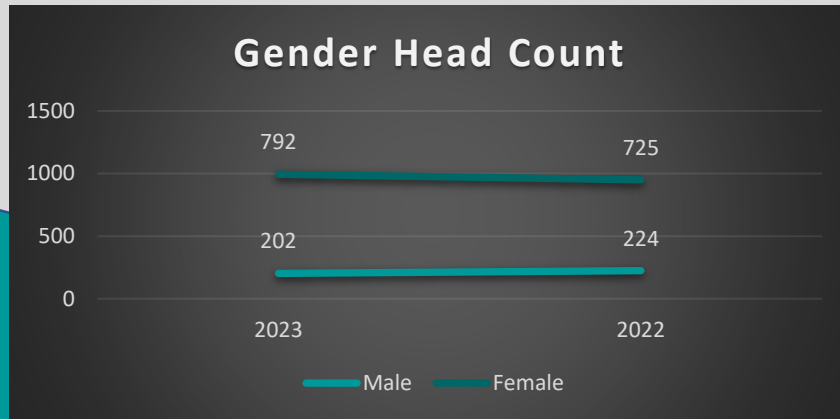
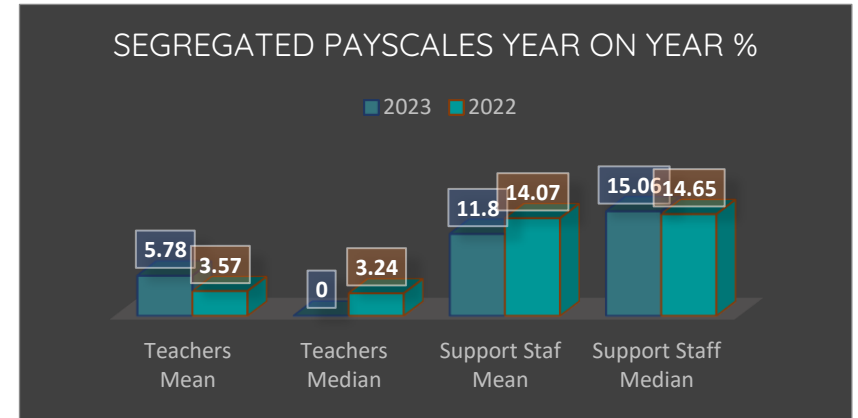
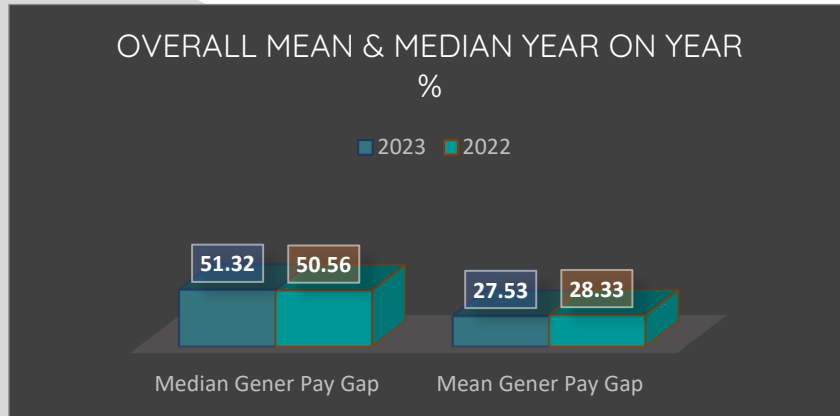


It is noteworthy that there is a recognised nationwide issue of Teachers leaving the profession, often citing reasons such as; due to “the feeling that the education profession is not valued or trusted by the Government and media” *quote taken from “The latest annual survey of 1,788 National Education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

This report also brings attention to the common trend of Teachers leaving the profession after approximately 10 years. In contrast, WPT’s data reveals that we are retaining staff for a significantly longer duration than the national average.

Teachers typically retire upon reaching the qualifying age of 55 to access their teacher’s pension.

Year on Year Comparisons



	Quartile 1 Lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quartile 4 Upper
2023				
Male	8%	14%	24%	34%
Female	92%	86%	76%	66%
2022				
Male	8%	19%	29%	39%
Female	92%	81%	71%	61%

Staff numbers have remained relatively stable.

It's important to highlight a significant disparity in the pay award agreed for Teacher and Support Staff the pay award for Support Staff was a lump sum of £1,925 per point, resulting in an increase ranging between 2.18% to 10.40%. Meanwhile, Teachers in the same year experienced an increase ranging from 5% to 9%.

	Actions	By Who	By When
Engagement Surveys	Review and analyse feedback to identify and respond to concerns/trends within age demographics	Trust HR	Ongoing
Retention Strategies	Based on identified patterns and insights create target retention strategies for each age group i.e. - flex working options - work life balance -caring responsibility's	Trust Hr	Ongoing
Mentorship & Succession Planning	Ensure equal opportunities for all staff in relation to carer progression by offering tailored training and development opportunities	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.