



WICKERSLEY  
PARTNERSHIP  
TRUST.

# GENDER PAY GAP REPORT

2024

**WICKERSLEY PARTNERSHIP TRUST**

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Bradmarsh Business Park, Rotherham, S60 1BX

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🌐 [wickersleypt.org](http://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:

### 23.05% 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 %**

### 45.40% 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 £6.81**



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

#### Teachers

**4.84% Mean**

**3.75% Median**

#### Support Staff

**2.61% Mean**

**11.09% Median**

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.

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:

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

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

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

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

## Scratching the surface

A critical factor contributing to the gender pay gap is the substantial divergence in the pay scale structure between Support Staff and Teaching Staff, including variations in Terms and Conditions. This disparity can result in a disproportionate difference in gender pay gap ratios. It's important to highlight that the variation in pay scales is not determined by the Trust but is dictated by nationally agreed pay scales for both Teachers and Support Staff.

In past years, WPT has proactively tackled this issue by removing the lowest NJC pay scale band for Support Staff. In April 2023, the NJC adopted a similar approach nationwide, indicating that WPT was ahead of the curve in implementing this measure several years before it became a national standard.

When comparing the two pay scales, the starting salary for a qualified Teacher under pay scale M1 is £23.67 per hour, while for support staff, it is £11.59. This indicates a disparity of just over £12.08 per hour, which amounts to more than double the difference. It's important to emphasise that these pay scales apply equally to both male and female employees.

When assessing the lower quartiles in comparison to other Trusts, it's important to consider the outsourcing of services like catering and cleaning, which typically involves roles in the lower pay bands. Unlike some Trusts, WPT directly employs individuals in this demographic, contributing to a higher percentage of staff in the lower quartile.

Roles in the upper quartile necessitate a certain level of qualification for individuals to assume these positions, and all posts are subject to job evaluation.

Roles in the Lower Quartile do not require formal qualifications beyond the GCSE level but are still subject to job evaluation as part of the national framework. These positions also offer increased flexibility, including term-time-only options, making them more family-friendly and contributing to a higher percentage of females, particularly working mothers, in these roles.

Another important consideration in this context is that WPT actively recruits apprentices who later progress to higher-paid positions within the Trust. During their apprenticeship, they receive the statutory hourly rate of pay, which naturally reduces the overall Mean rate in the lower quartile.



**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 <sup>st</sup> Year	M1	WPT Band 4 Point 6
2 <sup>nd</sup> Year	M2	WPT Band 4 Point 7
3 <sup>rd</sup> Year	M3	WPT Band 4 Point 8
4 <sup>th</sup> Year	M4	WPT Band 4 Point 9
5 <sup>th</sup> Year	M5	WPT Band 4 Point 10
6 <sup>th</sup> Year	Upper 1	
7 <sup>th</sup> Year	Upper 2	
8 <sup>th</sup> 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,

At 31 March 2024, we had 1007 members of staff

- 788 Female - 80% overall
- 219 Male - 20% overall

### Teachers Primary

- 82 Female - 91%
- 8 Male - 9%

### Secondary

- 220 Female - 73%
- 128 Male - 27%

### Support Staff

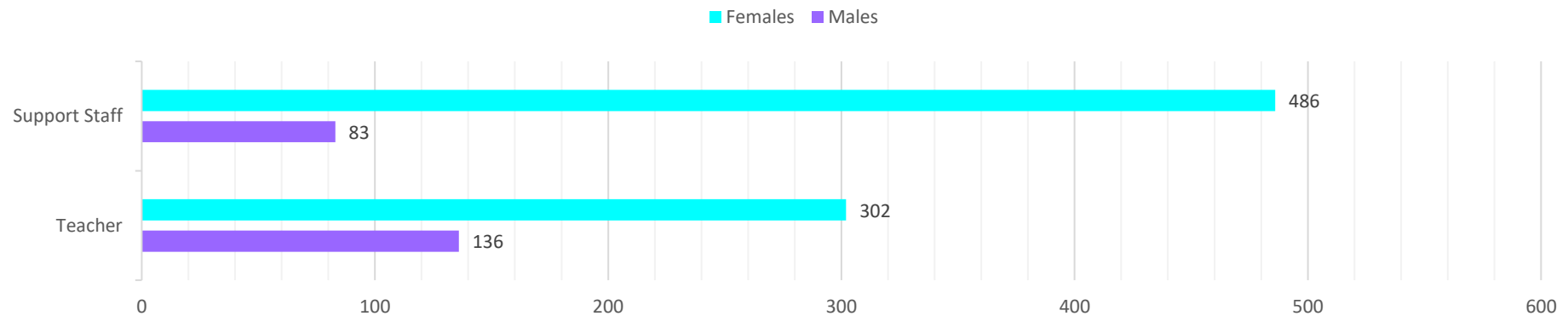
- 486 Female
- 83 Male

## 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

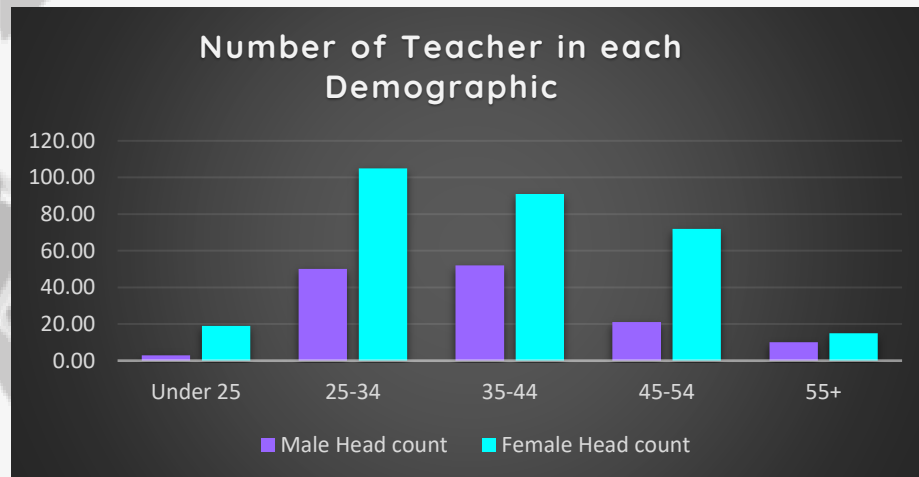


*The information above presents the headcount of males to females in both Support and Teaching roles, with females predominantly occupying both sectors. This observation suggests a perception that women are attracted to the Educational Sector, possibly due to the nurturing nature of the roles and the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

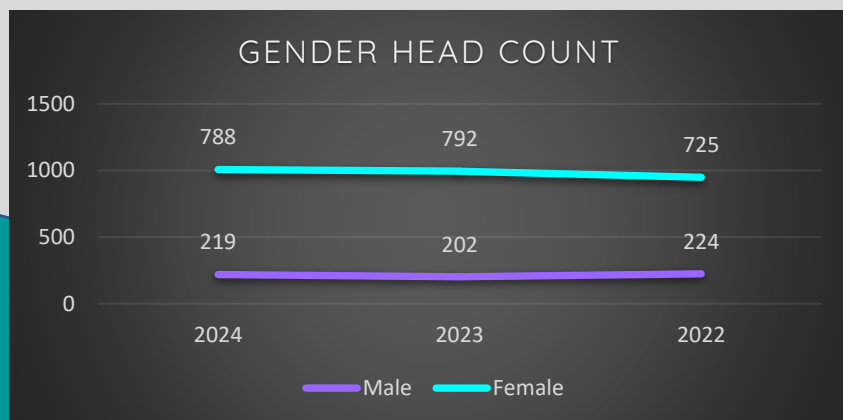
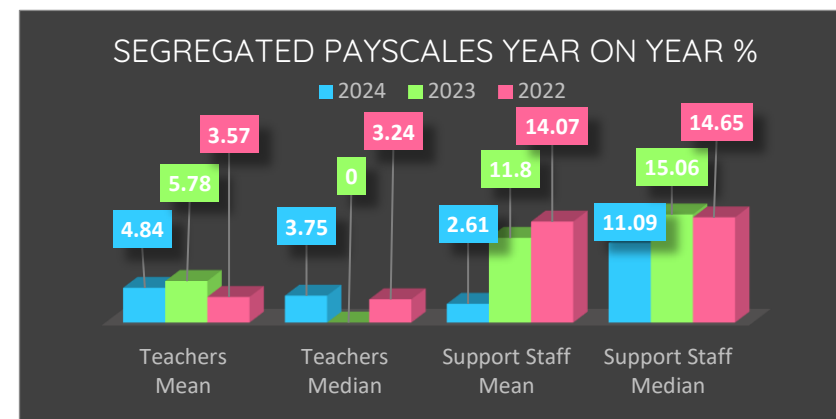
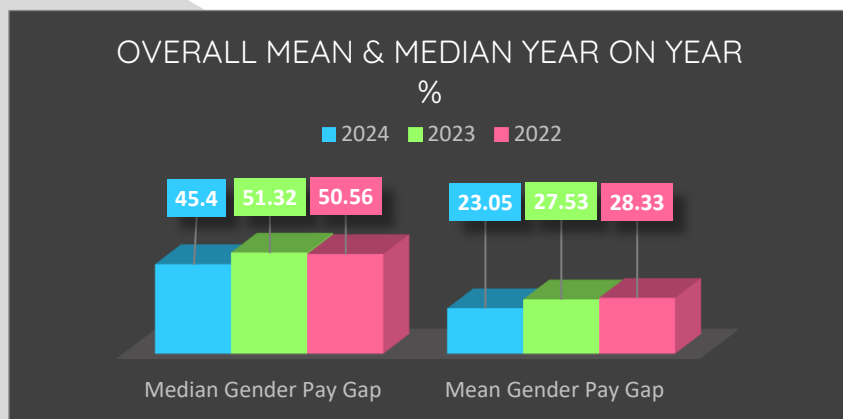


It is noteworthy that there is a recognised nationwide issue of Teachers leaving the profession, often citing reasons such as; due to “the feeling that the education profession is not valued or trusted by the Government and media” *quote taken from “The latest annual survey of 1,788 National Education 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
2024				
Male	13%	16%	25%	33%
Female	87%	84%	75%	67%
2023				
Male	8%	14%	24%	34%
Female	92%	86%	76%	66%
2022				
Male	8%	19%	29%	39%
Female	92%	81%	71%	61%

### Signs of Improvement

Based on the figures provided above, there is evident progress in narrowing the gender pay gap year on year. These improvements underscore the Trust's dedication to ensuring equitable compensation for all employees.

### 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 of 6.5%.

## Breaking Stereotypes

WPT is driven by the mission to advance the interests of the young people it serves and is firmly committed to challenging stereotypes. The organisation aims to serve as a positive influence for students, instilling the belief that they can pursue any role they aspire to in life.

Dedicated to equality in all positions, WPT actively promotes roles to both male and female staff, irrespective of traditional demographic associations. Notably, progress is evident in areas such as Design Technology, which has transitioned from being male-dominated to achieving a more balanced female-to-male ratio of 16:12.

WPT has observed a notable increase in female participation in traditionally male-dominated areas like site support, including roles such as Caretakers and Site Managers. The organisation is steadfast in its commitment to driving further positive changes in this regard.

Emphasise pay equality, WPT ensures that compensation for all equitable roles is identical, with no gender disparity. The organisation actively seeks diversity in all positions across the Trust and will persist in its efforts to achieve a more balanced gender representation in every role.

In recruitment, WPT will continue to employ gender-neutral language when advertising vacancies and will consistently promote roles equally to enhance 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.



	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 responsibilities	Trust HR	Ongoing
Mentorship & Succession Planning	Ensure equal opportunities for all staff in relation to career progression by offering tailored training and development opportunities	Trust HR	Ongoing

## SUPPORTING STATMENT

I can confirm that the above information has been prepared from our payroll data from the snapshot date of March 31, 2024 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](http://www.acas.org.uk/genderpay).*