

## Gender Pay Gap Report 2024-25

We're excited to share Wickersley Partnership Trust's Gender Pay Gap Report for the period of 2024-2025. As part of our commitment to transparency and in line with government regulations, we are required to report and publish details about our gender pay gap every year, using data collected on March 31st. Below, we've highlighted the key findings from this year's report.

### What do we need to share?

- The difference in the mean (average) hourly pay between male and female employees.
- The difference in the median (mid-point) hourly pay between male and female employees.
- The difference in the mean bonus pay between male and female employees.
- The difference in the median bonus pay between male and female employees.
- The percentage of male and female employees who received bonus pay during the past 12 months.
- The percentage of male and female employees in four pay bands, broken into quartiles.

### How do we calculate the difference in mean hourly rates?

The mean hourly rate is simply the average of all hourly rates within the group. The difference in mean pay between male and female employees is then expressed as a percentage of the average male rate.

### How do we calculate the difference in median hourly rates?

The median hourly rate is found by ordering all employees based on their hourly pay and identifying the rate of the person in the middle of that list. The difference in median pay between male and female employees is then expressed as a percentage of the median male rate.

### How are the quartile bands determined?

We divide the total pay range into four equal bands, each containing a quarter of our workforce.



## Key Findings

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.

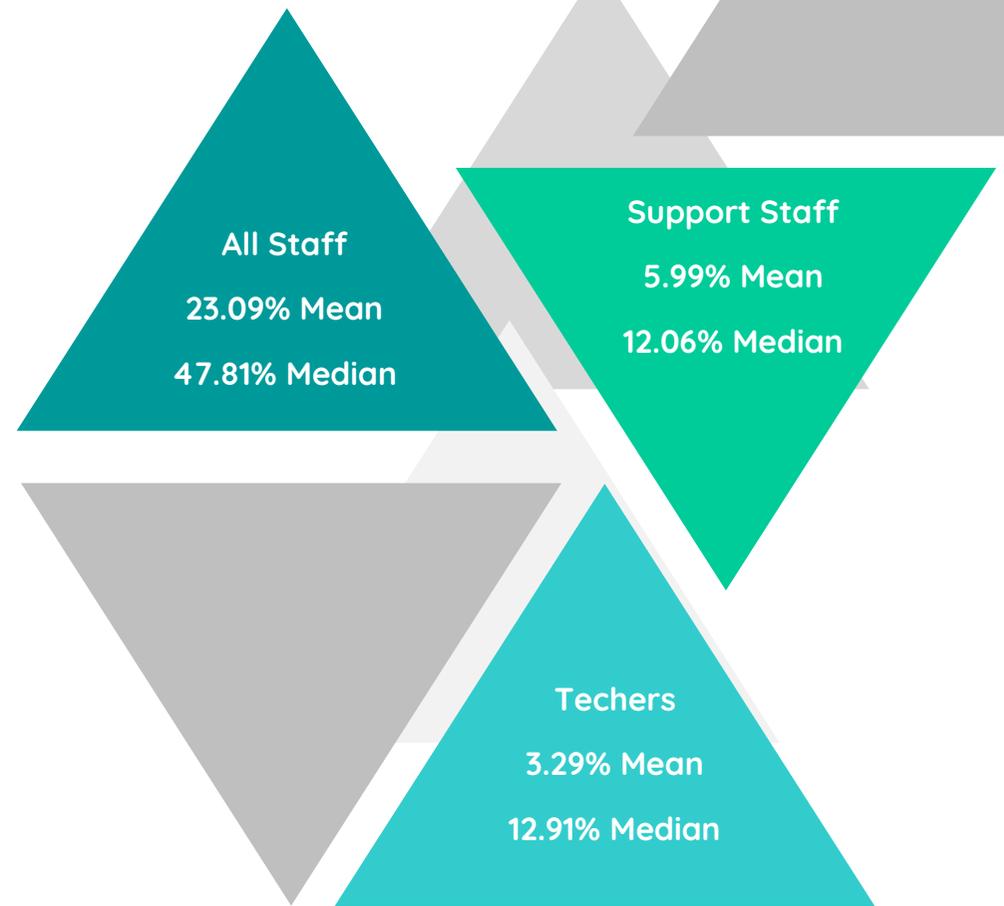
In adherence to the National Joint Council (NJC) for Local Government Services National Agreement on pay and conditions, also referred to as the Green Book, every role within Support Staff pay scales receives identical compensation, regardless of gender.

**A key factor** in the gender pay gap is the significant pay scale difference between Support Staff and Teaching Staff, including variations in Terms and Conditions. This disparity can skew gender pay gap ratios. While the pay scales are set nationally, not by the Trust, these differences still exist between Teachers and Support Staff.

For comparison, a qualified **Teacher's starting salary on pay scale M1 is £24.97** per hour, **while Support Staff earn £12.26 per hour**—over a £12.71 per hour difference. This gap applies equally to both male and female employees.

**Upper quartile roles require specific qualifications**, while **Lower quartile roles require no formal qualifications beyond GCSEs**. These roles offer more flexibility, such as term-time options, making them more family-friendly and leading to a higher percentage of women, particularly working mothers, in these positions.

Additionally, WPT recruits apprentices who later progress to higher-paid roles. During their apprenticeship, they start with the statutory minimum pay of £6.40 in the first year, increasing to an age-related rate in the second year. Since these statutory rates are separate from the Teacher and Support Staff pay scales, they contribute to distorting the overall mean and median pay rates for all staff.



### 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

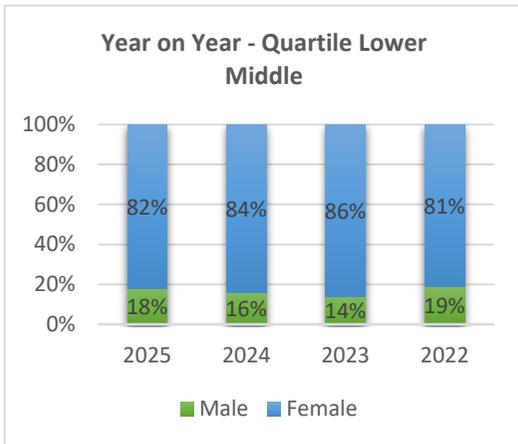
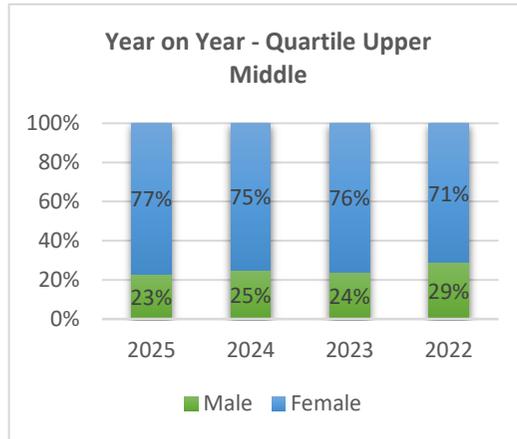
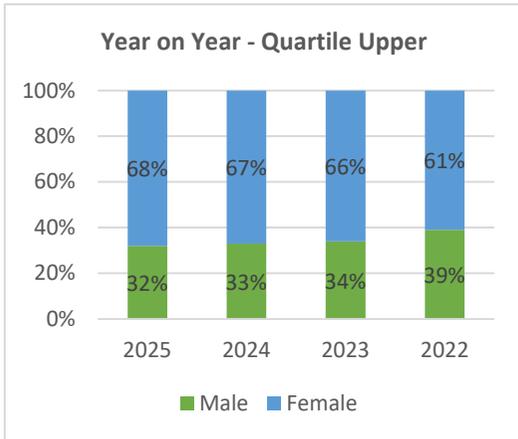
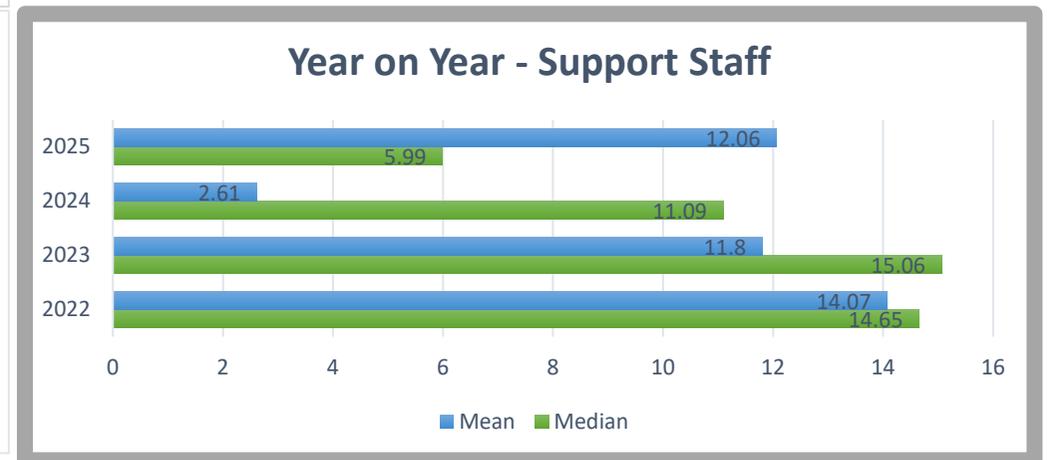
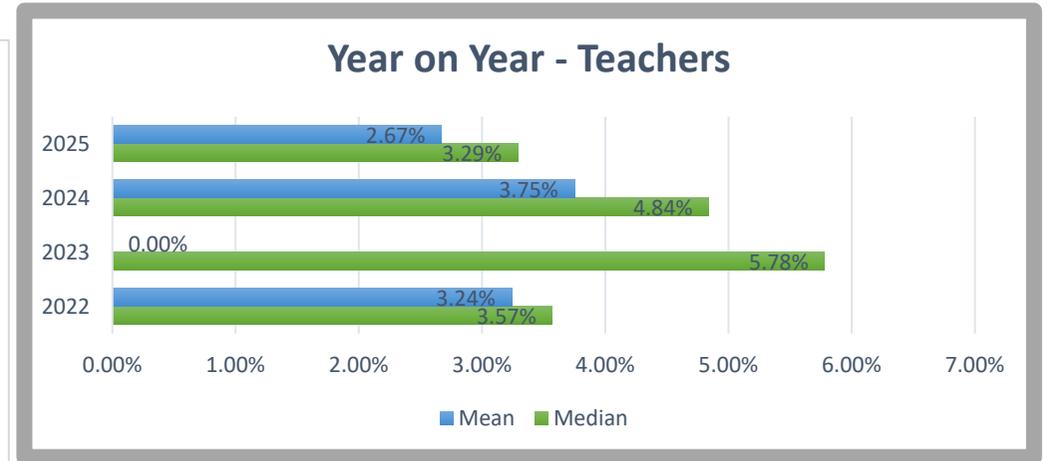
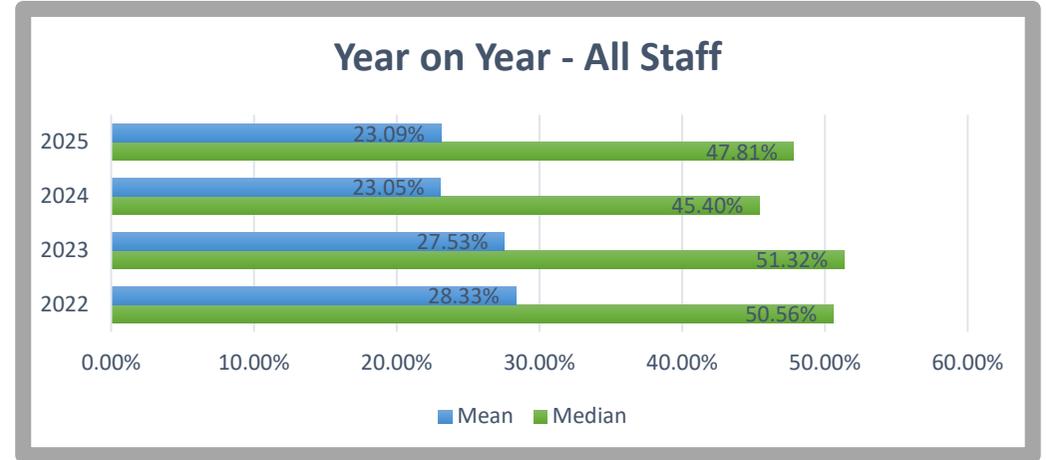
Sort the Males' hourly rate from highest to lowest, take the hourly rate in the middle = Median for Men  
Sort the Females' hourly rate from highest to lowest, take the hourly rate in the middle = Median for Female

(Subtract the Median hourly rate for Females from the median for Men) ÷ by the Median rate for Men x 100 = **Median Gender Pay Gap %**

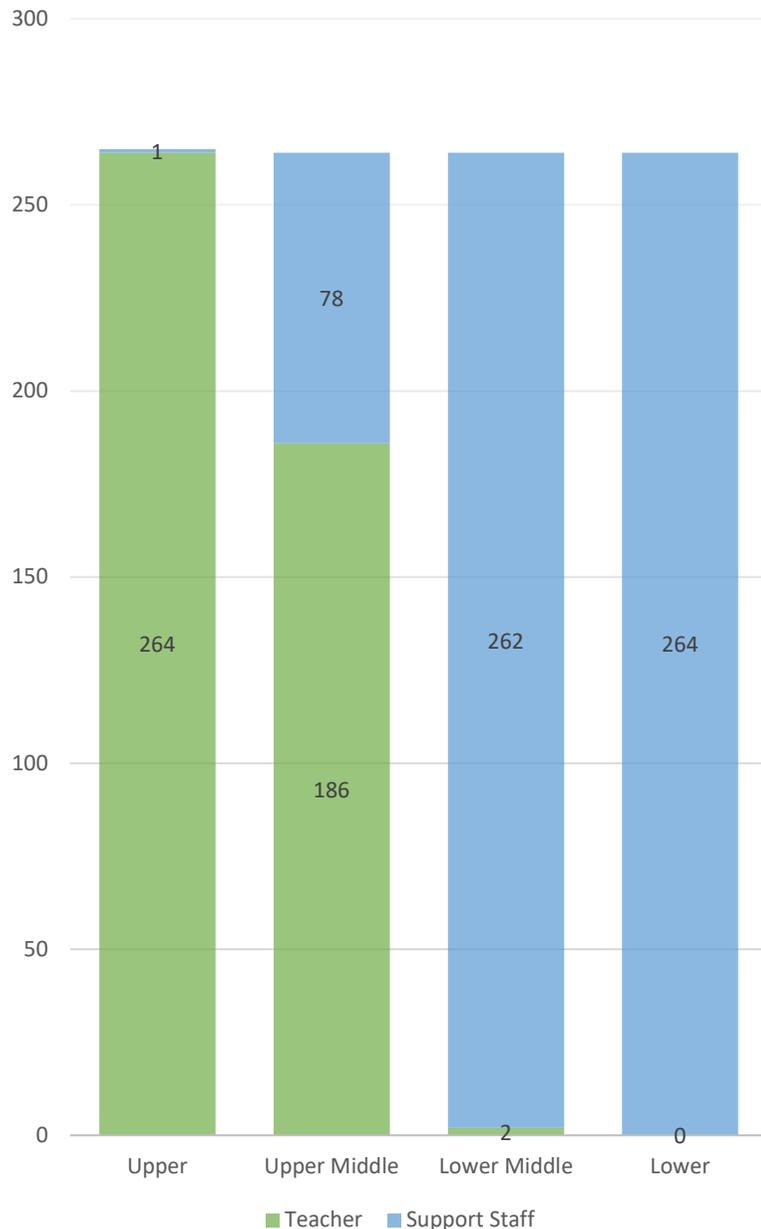
## Year on Year

The data presented **to the right** clearly demonstrates consistent progress in narrowing the gender pay gap over the years. These positive trends reflect the Trust's ongoing commitment to promoting fair pay for all.

**Below**, the gender distribution across each quartile has remained relatively stable, with a slight increase in the representation of females in three of the quartiles. However, the Upper Lower quartile has seen a slight rise in the proportion of males.



## ALL STAFF - HEAD COUNT PER QUARTILE



## All Staff Quartile - Understanding the dynamics

The breakdown of staff distribution across the quartiles reveals that the **upper quartile** is predominantly composed of teaching roles, including **264 teaching staff and just 1 support staff** member. These teaching roles are largely filled by Heads, Senior leadership, Deputies, Assistant Heads, Lead Practitioners, and those in the top upper pay range scales.

In contrast, the **upper middle quartile** consists of **186 teachers and 78 support staff**. The teaching roles in this quartile predominantly include upper 2 roles down to unqualified 2 roles, while support staff are mainly comprised of one member at Band 11, with the remainder spanning from Band 8 down to the top of Band 6.

The **lower middle quartile** is made up of **2 teachers, both in UQT1 roles, and 262 support staff**, whose pay grades range from mid-Band 6 to the top of Band 3.

The **lower quartile** consists **entirely of support staff**, whose roles span from Band 3 down to Band 1, including apprentices who are paid at the statutory minimum wage.

### Findings

This distribution underscores the fact that the **upper quartiles are primarily filled by teaching staff**, while the **lower quartiles are predominantly made up of support staff**. As a result, the mean and median pay gap in the overall staff calculation is disproportionately skewed.



## Breaking Stereotypes and Supporting Staff

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.

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.

WPT is also **committed to supporting staff** in achieving their professional goals and aspirations. To this end, the organisation conducts periodic 360-degree reviews to assess development needs and offers employer-funded courses that lead to recognised qualifications.

As part of its responsibility as an employer, WPT places a high priority on **staff wellbeing**. Initiatives such as **Wellbeing Wednesday** provide valuable resources and information on mental health services, including access to a 24-hour counselling helpline and a Doctor's Line, offering staff the opportunity for online consultations. Additionally, WPT organises events such as Christmas wreath-making, Easter cheesecake-making, summer mocktail crafting and Pumpkin carving, which provide staff with opportunities to relax, socialise, and connect with colleagues in a more informal setting.

In recruitment, WPT consistently uses **gender-neutral language** when advertising vacancies and is committed to promoting all roles equitably to support 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.



## Plan of Action

	ACTIONS	BY WHO	BY WHEN
<b>Engagement Surveys</b>	Review and analyse feedback to identify and respond to concerns/trends within gender demographics	Trust HR	Ongoing
<b>Retention Strategies</b>	Based on identified patterns and insights; create targeted retention strategies for all genders considering Flexible working options and work life balance	Trust HR	Ongoing
<b>Mentorship &amp; Succession Planning</b>	Ensure equal opportunities for career progression by offering through tailored training and bespoke CPD opportunities	Trust HR	Ongoing
<b>Recruitment</b>	Consistently use gender-neutral language in all vacancy advertisements	Recruitment	Ongoing

## Supporting Statement

I can confirm that the above information has been prepared from our payroll data from the snapshot date of March 31, 2025 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).*