

## **Gender Pay Gap Report**

In accordance with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, the West Norfolk Academies Trust is regarded as a 'relevant employer' due to having over 250 employees and is therefore required to publish figures relating to its gender pay gap.

The Regulations require relevant employers to publish the following figures:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

The Regulations require data to be produced on an annual basis, using a snap shot date of 31<sup>st</sup> March. The following figures are taken from 31<sup>st</sup> March 2018.

### **1. Mean gender pay gap in hourly rate**

Male mean hourly rate	£17.76
Female mean hourly rate	£14.18
Difference in the mean hourly rate	20.20%

Mean hourly rates are calculated by adding up the hourly rates of all employees and dividing by the amount of employees.

This is done for male and female employees and the difference equates to the gender pay gap.

### **2. Median gender pay gap in hourly rate**

Male median hourly rate	£14.61
Female median hourly rate	£10.34
Difference in the median hourly rate	29.20%

Median hourly rates are calculated by arranging the hourly rates of all employees from highest to lowest and identifying the middle point hourly rate.

This is done for male and female employees and the difference equates to the gender pay gap.

### 3. Bonus payments

No bonus payments were paid during the period 1 April 2017 and 31 March 2018 and so no data is provided in relation to this.

### 4. Proportion of males and females in each pay quartile

	Male %	Female %
Lower quartile	21	79
Lower middle quartile	17.13	82.87
Upper middle quartile	22.10	77.90
Upper quartile	37.02	62.98

Quartiles are calculated by arranging the hourly rates of all employees from highest to lowest and dividing the number of employees into four equal groups.

Each quartile is then split into male and female employees to identify the proportion in each group.

### 5. Supporting narrative

The West Norfolk Academies Trust workforce demographic is overwhelmingly female. At the snapshot date of 31<sup>st</sup> March 2018, the Trust employed 724 staff. Of these employees, 176 (24%) are male and 548 (76%) are female.

There is a higher proportion of female employees in every quartile of the workforce. However, the difference between the number of males and females falls within the upper quartile. This is shown in the table in section 4.

This is largely because there are very few males employed in a large number of support staff roles in our schools, for example teaching assistants and administration. These roles almost all fall within the lower two quartiles of the salary data.

The Trust employs more females in teaching roles which almost all fall within the upper two quartiles of the salary data. However when looking at Leadership posts which all come within the upper quartile there is an even ratio between male and female employees which explains the reduction in the overall difference within the upper pay quartile.

To break this down further, the mean pay gap for each quartile is shown below:

	Mean male hourly rate	Mean female hourly rate	% pay gap
Lower quartile	£7.54	£7.69	-1.99%
Lower middle quartile	£9.90	£9.00	9.1%
Upper middle quartile	£16.18	£14.25	11.93%
Upper quartile	£28.94	£28.66	0.97%

This data identifies that the most significant gender pay gap falls within the middle quartile of the workforce, which contains mostly teaching and some higher level support roles.

As a Trust we firmly uphold the principle of opportunity and progression being equally available to all employees, irrespective of gender. This is evidenced by the % pay gap in the upper quartile. We are committed to reducing the gender pay gap and will continue to monitor pay progression closely as well as reviewing other potential ways of supporting this, such as flexible working enhancements.