

## **Gender Pay Gap Report, 2019/2020**

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 2020.

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

Male mean hourly rate	£18.34
Female mean hourly rate	£14.86
Difference in the mean hourly rate	18.97%

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

This is completed 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	£13.19
Female median hourly rate	£11.14
Difference in the median hourly rate	15.54%

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 completed 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 2019 and 31 March 2020 and so no data is provided in relation to this.

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

	Male %	Female %
Lower quartile	18.50	81.50
Lower middle quartile	22	78
Upper middle quartile	23.50	76.50
Upper quartile	36.18	63.82

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 2019, the Trust employed 799 staff. Of these employees, 200 (25%) are male and 599 (75%) are female.

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

This is largely because there are fewer males employed in a large number of support staff roles in our schools, for example teaching assistants, cleaning staff and administration. These roles almost all fall within the lower two quartiles of the salary data. The majority of these roles are part-time, often giving flexibility to work within school hours and term-times. Nationally the majority of part-time workers are female, and it is suggested that the Trust mirrors this trend (House of Commons Library, 2020). The Trust also employs proportionally more females than males in teaching roles which almost all fall within the upper two quartiles of the salary data. However, when looking at Leadership posts, which all fall within the upper quartile, there is a more even ratio between male and female employees, although the difference is still significant.

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	£8.63	£8.85	-2.56%
Lower middle quartile	£10.48	£10.36	1.12%
Upper middle quartile	£15.19	£16.03	-5.57%
Upper quartile	£30.18	£26.81	11.16%

This data identifies that the most significant gender pay gap falls within the upper quartile of the workforce, which contains mostly teaching and senior management roles. This carries forward the change identified in the 2018/19 Gender Pay Gap Report, which showed the Trust's pay gap decreasing in the upper middle quartile, and increasing in the upper quartile. The reason for this change may be due to the continuing trend, identified last year, of an increased number of teaching employees progressing to the final stages of the upper teaching pay band, or moving on to the first levels of Leadership pay bands. Proportionally these employees are more likely to be female, as there are more females than males employed at this level, but because of relatively recent progression, they are currently accessing the lower pay levels of the upper quartile.

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 fact that our overall mean and median gender pay gap has reduced since monitoring began in 2016/17. The mean pay gap in 2019/20 is consistent with that from 2018/19, and the median pay gap has decreased. Relatively small percentage pay gap figures are shown in the table above, in section 5, for the lower, lower middle and upper middle quartiles. 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 benefits.

(Reference: Devine, B., Foley, N., & Ward, M., (House of Commons Library, 2020.) Women and the Economy, UK: 2019, [pdf], Briefing Paper Number CBP06838, 2 March 2020.[researchbriefings.files.parliament.uk] .