

## **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 2019.

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

Male mean hourly rate	£18.45
Female mean hourly rate	£15.12
Difference in the mean hourly rate	18.01%

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	£15.12
Female median hourly rate	£11.23
Difference in the median hourly rate	25.73%

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 2018 and 31 March 2019 and so no data is provided in relation to this.

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

	Male %	Female %
Lower quartile	14.6	85.4
Lower middle quartile	29.7	70.3
Upper middle quartile	18.9	81.1
Upper quartile	37.0	63.0

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 739 staff. Of these employees, 185 (25%) are male and 554 (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 very few 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. These roles therefore, attract many who are the principal carer to children, the national majority of which are female (ONS, 2019). The Trust also employs proportionally 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 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	£8.27	£8.58	-3.75
Lower middle quartile	£10.48	£10.22	2.50
Upper middle quartile	£16.82	£16.93	-0.65
Upper quartile	£29.77	£27.20	8.63

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 is a change from the 2017/18 Gender Pay Gap Report, which showed the most significant gender pay gap being within the upper middle quartile (11.93%), with the upper quartile pay gap being 0.97%. The reason for this change may be due to 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 their recent progression, are only currently accessing the lower pay 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. It is further demonstrated this year in the relatively small % pay gap figures shown in the table above in section 5 for the lower, lower middle and upper middle quartiles. In 2017/18 our most significant percentage pay gap was 11.93%, in 2018/19 our most significant percentage pay gap is 8.63%, showing a continuing trend towards equality. 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.

(Reference: Vizard, T (ONS), 2019. Families and the labour market, UK: 2019, [website], <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/familiesandthelabourmarketengland/2019#employment-activity-of-mothers-and-fathers-in-a-family>, (last accessed 05/03/2020)