

## WIMBORNE ACADEMY TRUST - GENDER PAY GAP REPORT - 31 March 2022

### Pay (Excluding Bonus)

	2022	2021
➤ Difference in <b>mean</b> pay between male and female employees:	30.84%	31.15%
➤ Difference in <b>median</b> pay between male and female employees:	55.85%	55.11%

### Bonus Pay

➤ No bonuses have been paid

### Salary Quartiles

Pay Band	Number in sample			Proportion in sample	
	Male	Female	Total	Male	Female
1st Quartile	13	166	179	7.26%	92.74%
2nd Quartile	19	160	179	10.61%	89.39%
3rd Quartile	30	149	179	16.76%	83.24%
4th Quartile	71	108	179	39.66%	60.34%

### Supporting Statement

Wimborne Academy Trust operates as an equal opportunities employer, and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities. The hourly rate for a teacher, in line with the guidance, has been calculated on the basis of a 32.5 hour working week which may be seen to understate their working hours and overstate their hourly rate. Nevertheless, the Trust acknowledges the gender pay gap as set out in this report. The mean pay gap and the quartile distribution reflects the fact that although the Trust's CEO is female and 6 of 12 headteachers are female, proportionally more men are in the teaching and leadership roles in Wimborne Academy Trust than in the lower paid support staff roles, when compared to the distribution of women employees. This drives the large reported median pay gap: the median male employee is a teacher while the median female employee is a member of support staff. As the Trust grows to 17 schools in 2023 there will be a review of the equality objectives and plans for achieving equality measures including closing the gender pay gap, in addition to the continuous development of our employee lifecycle management.