

WIMBORNE ACADEMY TRUST - GENDER PAY GAP REPORT - 2020

Pay (Excluding Bonus)

| | | |
|---|--|--------|
| ➤ | Difference in mean pay between male and female employees: | 29.63% |
| ➤ | Difference in median pay between male and female employees: | 53.40% |

Bonus Pay

| | | |
|---|--|---|
| ➤ | Difference in mean bonus pay between male and female employees: | - |
| ➤ | Difference in median bonus pay between male and female employees: | - |
| ➤ | The proportion of male and female employees who received bonus pay: | |
| ➤ | The number of employees in the data sample is: | - |
| ➤ | Percentage (%) of males receiving a bonus: | - |
| ➤ | Percentage (%) of females receiving a bonus: | - |

Salary Quartiles

| Pay Band | Pay Range (Hourly rate) | | Number in sample | | | Proportion in sample | |
|---------------------|-------------------------|---------|------------------|--------|-------|----------------------|--------|
| | Minimum | Maximum | Male | Female | Total | Male | Female |
| 1st Quartile | £6.15 | £9.74 | 14 | 162 | 176 | 7.95% | 92.05% |
| 2nd Quartile | £9.74 | £11.64 | 19 | 157 | 176 | 10.80% | 89.20% |
| 3rd Quartile | £11.64 | £22.26 | 28 | 148 | 176 | 15.91% | 84.09% |
| 4th Quartile | £22.47 | £59.11 | 62 | 114 | 176 | 35.23% | 64.77% |

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. During 2021/22, the Trust will systematically review our employee lifecycle and then design and implement an evidence based action plan to reduce the gender pay gap as part of the Trust's new People Plan, and wider work on Equality in the Trust. We will draw on guidance from the Government Equalities Office and Employer Link research on the gender pay gap in education. This project will be monitored by the newly established Staffing and Remuneration Committee of the Trust Board.

Elizabeth West
CEO
Wimborne Academy Trust
4 October 2021