

WIMBORNE ACADEMY TRUST - GENDER PAY GAP REPORT - 2018

Pay (Excluding Bonus)

- | | | |
|---|--|--------|
| ➤ | Difference in mean pay between male and female employees: | 38.67% |
| ➤ | Difference in median pay between male and female employees: | 67.57% |

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	£7.78	£8.55	3	101	104	2.88%	97.12%
2nd Quartile	£8.55	£9.37	9	96	105	8.57%	91.43%
3rd Quartile	£9.39	£26.48	13	92	105	12.38%	87.62%
4th Quartile	£26.74	£68.34	30	75	105	28.57%	71.43%

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 Trust's CEO is female, and as at the snapshot date of 5 April 2018 five of eight Trust schools had a female Headteacher/Head of School.

However, the Trust acknowledge the gender pay gap as set out in this report.

The mean pay gap and the quartile distribution reflects the fact that 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. The hourly rate for a teacher, in line with the guidance, has been calculated on the basis of directed time – i.e. annual salary calculated over a 32.5 hour working week.

During 2019/20, the Trust will improve its equality monitoring, including on gender, on job applications, shortlisting, appointment and internal promotions. This information will be reported to the Trust Board and any necessary action will be taken to change policy or practice that contributes to inequality or inequity in the Trust.

Elizabeth West

CEO

Wimborne Academy Trust

26th March 2019