

## GENDER PAY GAP RETPORTING – 2019

This is the second report produced under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. As a public sector body with over 250 employees The Willow Learning Trust has a duty to measure and report on our gender pay gap. The Willow Learning Trust comprises of three schools, Abbey Primary School, Aragon Primary School and Glenthorne High School. Our data capture date is 31 March in each year.

Gender Pay Reporting involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing data on individual employees. We are required to publish the results on our own website(s) and on a government website:

<https://gender-pay-gap.service.gov.uk/Viewing/search-results>

The data for March 2019 is based on 404 roles paid on the data capture data: 87 male and 317 female.

### Mean Gender Pay Gap

<b>Male</b>	87	£21.60
<b>Female</b>	317	£17.34

The mean gender pay gap is **19.7%**

### Median Gender Pay Gap

<b>Male</b>	87	£20.30
<b>Female</b>	317	£13.56

The median gender pay gap is **33.2%**

### Quartile Pay and Gender Information

Quartile	Male no.	Male %	Female No.	Female %	Total No.
Lower	11	10.9	90	89.1	101
Middle Lower	16	15.8	85	84.2	101
Middle Upper	28	27.7	73	72.3	101
Upper	32	31.7	69	68.3	101
<b>TOTAL</b>	<b>87</b>	<b>21.5</b>	<b>317</b>	<b>78.5</b>	<b>404</b>

### Bonus Pay Information

	Mean	Median	% employees who received a bonus
<b>Male (10)</b>	359	300	11.5%
<b>Female (26)</b>	494	300	8.2%
<b>Pay Gap</b>	-27.3%	0%	

## **Gender Pay Gap Analysis**

The Trust is committed to the principle of equal opportunities and equal treatment for all employees and has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender. All teaching staff are paid in line with School Teachers Pay and Conditions and all support staff are paid in line with the National Joint Council (NJC) Pay and Conditions.

Context for The Willow Learning Trust workforce;

- The Trust workforce is predominantly female, making up 78.5% of the total staff.
- Due to flexible working opportunities such as casual, part time and term time working contracts offered by the Trust, many of the roles are undertaken by female employees who chose to spend valuable time at home with their children and families during the school holidays.
- Roles such as invigilation, mid-day supervision, catering, administration and classroom support all fall into the lower and lower middle quartile.
- The majority of catering employees are employed directly by the Trust and a small minority are out-sourced.
- Decisions about pay progression and appraisals are scrutinised and agreed by the Trust Personnel Committee to ensure consistency of approach.
- On 31<sup>st</sup> March 2019, the Trust's leadership team comprised 17 females and 8 males. 2 out of 3 of our headteachers were female.

## **Rewards for exceptional performance**

The Board of Trustees believes that praise, encouragement and rewards are central to the ethos of the Trust. The Board of Trustees therefore offers rewards for exceptional performance and contribution to the Trust or a school to motivate staff, recognise exceptional performance and retain outstanding staff. These rewards are offered over and above salary progression resulting from appraisal. During 2018/19, a very small number of staff (26 women and 10 men) qualified for a performance-based payment.

## **Our commitment to bridge the Gender Pay Gap**

Whilst it is important to note that our gender pay gap does not stem from paying male and female employees differently for the same equivalent work, in order to close the gender pay gap The Willow Learning Trust is committed to the following:

- To continue to ensure all employees, both male and female are in receipt of professional development regardless of their working patterns.
- To continue to support flexible working plans that enable all staff to fulfil their career aspirations irrespective of personal circumstances.
- To ensure that all vacancies within the Trust are advertised in a transparent manner to ensure there is equal opportunity for all employees.
- To continue to monitor and benchmark salary levels across the Trust to ensure they are applied consistently and fairly.

I can confirm that the information above has been prepared using our payroll data and fairly represents the Gender Pay Gap for all schools as of 31<sup>st</sup> March 2019.

**S Hume, Executive Headteacher, The Willow Learning Trust**