

GENDER PAY GAP REPORTING – 2021

This is the fourth 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 2021 is based on 353 members of staff on the data capture data: 81 male and 272 female.

Mean Gender Pay Gap

Male	81	£19.87
Female	272	£17.82

The mean gender pay gap is **10.3%**

Median Gender Pay Gap

Male	81	£18.78
Female	272	£15.94

The median gender pay gap is **15.2%**

Quartile Pay and Gender Information

Quartile	Male no.	Male %	Female No.	Female %	Total No.
Lower	12	14%	76	86%	88
Middle Lower	16	18%	73	82%	89
Middle Upper	30	34%	58	66%	88
Upper	23	26%	65	74%	88
TOTAL	81	23%	272	77%	353

Bonus Pay Information

	Mean	Median	% employees who received a bonus
Male (39)	254.36	200	48%
Female (77)	265.77	200	28%
Pay Gap	-4.4%	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 77% 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.
- The majority of roles such as invigilation, mid-day supervision, catering, and classroom support 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 31st March 2021, the Trust's leadership team comprised 16 females and 6 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 2020/21, a number of staff (73 women and 35 men) qualified for a performance-based payment. This was higher than usual, relating to the extraordinary work of staff in generating school-assessed grades in 2019/20.

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 31st March 2021.



S Hume, Chief Executive Officer, The Willow Learning Trust