

## GENDER PAY GAP REPORTING – 2023

This is the sixth 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 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 2023 is based on 332 members of staff on the data capture data: 67 male and 265 female.

### Mean Gender Pay Gap

<b>Male</b>	67	£25.08
<b>Female</b>	265	£20.74

The mean gender pay gap is **17.33%**

### Median Gender Pay Gap

<b>Male</b>	67	£23.64
<b>Female</b>	265	£18.02

The median gender pay gap is **23.77%**

### Quartile Pay and Gender Information

Quartile	Male no.	Male %	Female No.	Female %	Total No.
Lower	8	10%	76	90%	84
Middle Lower	11	12%	80	88%	91
Middle Upper	24	32%	50	68%	74
Upper	24	29%	59	71%	83
<b>TOTAL</b>	<b>67</b>	<b>20%</b>	<b>265</b>	<b>80%</b>	<b>332</b>

### Bonus Pay Information

	£ Mean	£ Median	% Employees who received a bonus
<b>Male (9)</b>	£588.00	£588	13.43%
<b>Female (12)</b>	£691.00	£588	4.53%
<b>Pay Gap</b>	-17.52%	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 79.8% of the total staff.
- Flexible working opportunities such as casual, part-time and term-time working contracts offered by the Trust, appeal to female candidates.
- Many roles that fall into the lower and lower middle quartile include administrative support, mid-day supervision, and classroom support and tend to attract more female applicants.
- 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 2023, the Trust's leadership team comprised 12 females and 8 males. All our headteachers are female.

Comparison of the snapshot at 31<sup>st</sup> March 2022 and 31<sup>st</sup> March 2023 showed a slight increase in the pay gap in 2023. Analysis of the differential showed several males paid within the Lower quartile at 31<sup>st</sup> March 2022 had left the Trust, these roles were replaced with female employees. Further analysis by job roles: Teaching/Non-teaching, showed an increase in Female teachers in the Upper quartile, a reflection of three females promoted into Headteacher posts.

The ratio of female to male employees within the Trust hovers at 4:1, this is in line with national figures (School Workforce Census 2022 (gov.uk)): female employees: 76% of Teachers, 93% Teaching Assistants, 90% Administrative, and 53% Technicians. The pay gap is below the national averages for the Education sector.

## **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 2022/23, several staff (12 women and 9 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 2023.

**S Hume, Chief Executive Officer, The Willow Learning Trust**

1. [School workforce in England, Reporting year 2022 – Explore education statistics – GOV.UK \(explore-education-statistics.service.gov.uk\)](https://explore-education-statistics.service.gov.uk)