



GENDER PAY GAP REPORTING – 2024

This is the seventh 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 2024 is based on 339 members of staff on the data capture data: 68 male and 271 female.

Mean Gender Pay Gap

	Number of employees	Mean pay
Male	68	£27.96
Female	271	£22.22

The mean gender pay gap is 20.53%

Median Gender Pay Gap

	Number of Employees	Median pay
Male	68	£27.15
Female	271	£18.10

The median gender pay gap is 33.33%

Quartile Pay and Gender Information

Quartile	Male no.	Male %	Female No.	Female %	Total No.
Lower	8	9.4%	77	90.6%	85
Middle Lower	9	11.3%	71	88.8%	80
Middle Upper	24	27.0%	65	73.0%	89
Upper	27	31.8%	58	68.2%	85
TOTAL	68	20.1%	271	79.9%	339

Bonus Pay Information

	£ Mean	£ Median	% Employees who received a bonus
Male (2)	£634.38	£625.00	2.94%
Female (16)	£350.00	£634.38	5.9%
Pay Gap	44%	1.5%	8.85%

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 79.94% 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 31st March 2024, the Trust's leadership team comprised 11 females and 8 males. All our headteachers are female.

A comparison of the snapshots from 31st March, 2023 and 31st March 2024, indicates a slightly widening pay gap compared to the 2023 report. Analysis shows that the Trust has slightly reduced its total number of teaching staff and shows a slightly higher proportion of male teachers than in 2023. Additionally, there has been an increase in support staff, where female employees remain overrepresented. These changes have contributed to the widening pay gap, as more male teachers are positioned in the upper quartiles while female employees are concentrated in lower-paid support roles.

The ratio of female to male employees within the Trust hovers at 4:1, this is in line with national figures (School Workforce Census 2024 (gov.uk)): female employees: 74% of Teachers, 94% Teaching Assistants, 90% Other Support.

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.

Our analysis shows the gap in bonus pay has widened since 2023 this can be attributed to variations in school-level decisions on bonus values, with two schools awarding significantly higher bonus than the third school.

This discrepancy has notably skewed the results, particularly affecting the mean bonus pay gap percentage, which now stands at 44%. This is due to the mid-point of the distribution falling within the lower bonus payments. It should be noted both male and female employees received bonuses in accordance with the policies of their respective schools.

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 2024.

S Hume, Chief Executive Officer, The Willow Learning Trust

1. [School workforce in England, Reporting year 2023 - Explore education statistics - GOV.UK](#)