

GENDER PAY GAP REPORTING

2017

Company Registration Number:
08589470 (England and Wales)



White Woods
Primary Academy Trust



GENDER PAY GAP REPORT 2017

White Woods Primary Academy Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017, is required to publish information to demonstrate the pay gap between male and female employees.

The overall gender pay gap is defined as the difference between the mean (average) or median (midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations are:

1. Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 15.1%.

2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 3.5%.

3. Mean & Median Bonus Gap

The difference between the mean bonus rate of pay that male and female full pay relevant employees receive is 13.9%. The difference between the median bonus pay that male and female full pay relevant employees receive is 30.0%.

4. Proportion of Males & Females Receiving Bonus Payments

At the snapshot date 9.4% of male relevant employees received a bonus compared to 5.4% of female relevant employees.

5. Proportion of Males & Females in Each Quartile Pay Band

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	2.0%	11.9%	8.8%	9.1%
Female	98.0%	88.1%	91.2%	90.9%

Supporting Statement

White Woods Primary Academy Trust is an equal opportunities employer and is firmly committed to the fair treat of all employees irrespective of gender. The Trust operates an open and transparent system of recruitment and affords professional development opportunities to all staff. All posts are evaluated and pay rates are aligned to nationally agreed pay scales. All male and female employees within the same job role are paid within the same pay band.

The gender pay gap analysis does not take into account the composition or distribution of the workforce. White Woods Primary Academy Trust is largely made up of female employees – and this is why the majority of staff in lower pay quartiles are predominantly female.

The overall gender pay gap reflects the composition of the workforce – and not discriminatory pay practices.

DECLARATION

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the gender pay gap information for White Woods Primary Academy Trust.

Signed:



John Henderson OBE
Chief Executive Officer



White Woods

Primary Academy Trust

The White Woods Primary Academy Trust was established in September 2013, the Trust consists of 13 primary schools throughout the Rotherham borough.

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