

## **GENDER PAY GAP REPORT 2019**

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 **22%**.

### **2. Median Pay Gap**

The difference between the median hourly rate of pay that male and female full-pay relevant employees receive is **24%**.

### **3. Mean & Median Bonus Gap**

No employees, male or female received bonus payments.

### **4. The proportion of Males & Females Receiving Bonus Payments**

No employees, male or female received bonus payments.

### **5. The proportion of Males & Females in Each Quartile Pay Band**

<b>Gender</b>	<b>Lower Quartile</b>	<b>Lower Middle Quartile</b>	<b>Upper Middle Quartile</b>	<b>Upper Quartile</b>
Male	1%	8%	10%	12%
Female	99%	92%	90%	88%

## **Supporting Statement**

White Woods Primary Academy Trust is an equal opportunities employer and is firmly committed to the fair treatment 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:**



**Kate Davies**  
**Chief Executive Officer**