



# White Woods

## Primary Academy Trust

### GENDER PAY GAP REPORT 2023

Approved for Publication: Trust Board 13 March 2024

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## Introduction

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, require 'specified public authorities' including multi academy trusts with 250 or more employees to report and publish gender pay gap information. This sets out statutory calculations every year showing how large the pay gap is between their male and female employees.

White Woods Primary Academy Trust ("the Trust") is a legal employer for more than 250 employees. This means that it has been required to publish its gender pay information annually from 31 March 2018.

Further information on Gender Pay Gap Reporting can be found on the following link:

<https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers>

The Trust follows the School Teachers' Pay and Conditions Document and statutory guidance relating to the determination and rates for teachers pay. This is set out in the Trust Pay Policy which is updated each year. The Trust follows the National Joint Council (NJC) for scale point rates for support staff pay. The Trust adopted the recommended pay increases for both Teachers (September 2022) and Support Staff (April 2023). Females and males are therefore paid at the same rate for the same work on standard scales.

The Trust employed 449 people at 31 March 2023 (2022: 438 people) of which 10% (2022: 8%) were male and 90% (2022: 92%) were female. The table below shows that 90% (2022: 87%) of employees who fall in the top quartile are female.

The mean and median hourly rates do not accurately reflect the gender pay equality in the Trust. Employment opportunities are open to all people regardless of gender and this is reflected in the proportion of females which fall within the top quartile and upper middle quartile. Male and female staff at WWPAT are treated equally on appointment and throughout their careers at WWPAT. The nature of roles which fall within the lower quartile tend to attract females rather than males as they provide the opportunity for part time/term time only working.

## Pay Quartiles

The table below reflects the number (percentage) of men and women in each pay quartile.

| Quartile                     | Male    |          | Female   |           |
|------------------------------|---------|----------|----------|-----------|
|                              | 2022    | 2023     | 2022     | 2023      |
| Top quartile (highest paid)  | 11(10%) | 11 (10%) | 99(90%)  | 101 (90%) |
| Upper middle quartile        | 12(11%) | 15 (13%) | 98(89%)  | 97 (87%)  |
| Lower middle quartile        | 10(9%)  | 14 (13%) | 100(91%) | 98 (87%)  |
| Lower quartile (lowest paid) | 2(2%)   | 3 (2%)   | 106(98%) | 110 (98%) |
| TOTAL                        | 35(9%)  | 43 (10%) | 403(92%) | 406 (90%) |

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## Pay and Bonus Gap

The Trust did not pay any bonuses in the reference period.

## Difference in Hourly Rate

The mean hourly rate is the average hourly pay across the entire Trust and therefore the mean gender pay gap is a measure of the difference between women's mean hourly rate of pay and men's mean hourly rate of pay.

In our Trust, women earn 78p (2022: 80p) for every £1 that men earn when comparing the median hourly pay. Their mean hourly pay is 22% lower than men's.

**Mean: 22% (2022: 20%)**

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly rate of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

In our Trust, women earn 71p (2022: 65p) for every £1 that men earn when comparing the median hourly pay. Their median hourly pay is 29% lower than men's.

**Median 29% (2022: 35%)**