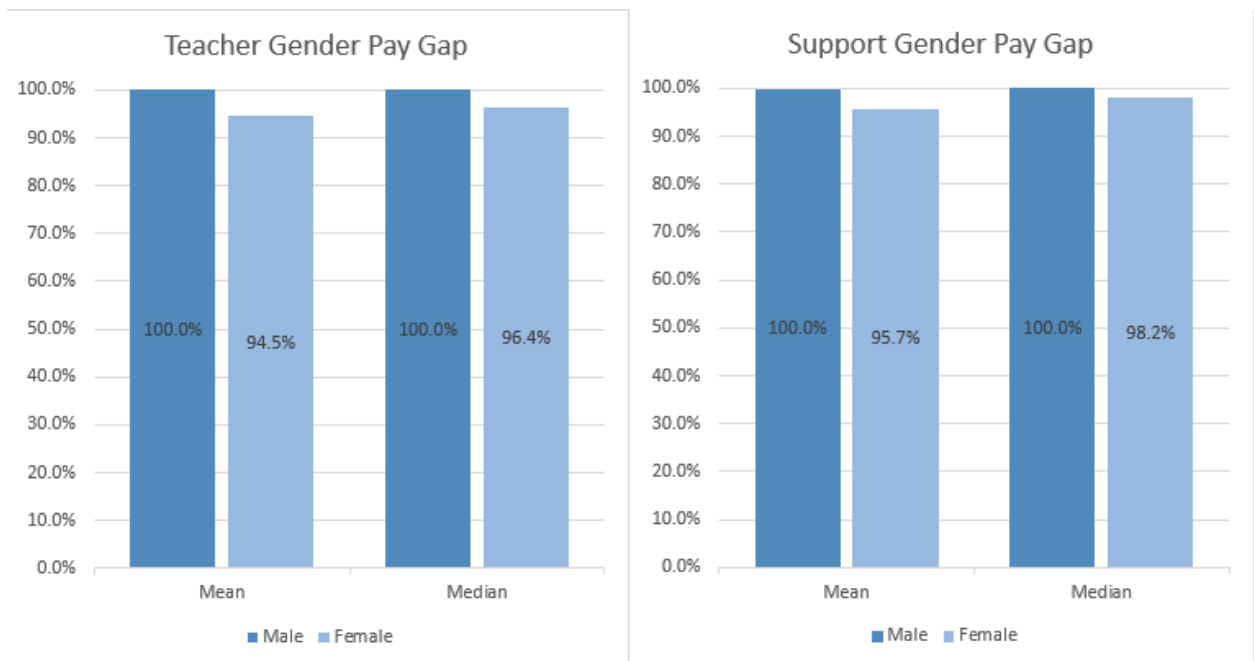


Meeting	Audit, Finance and Resources Committee
Date	19 January 2022
Title of Report	2021 Gender Pay Gap report
Report by	Sue Pym, Director of Finance

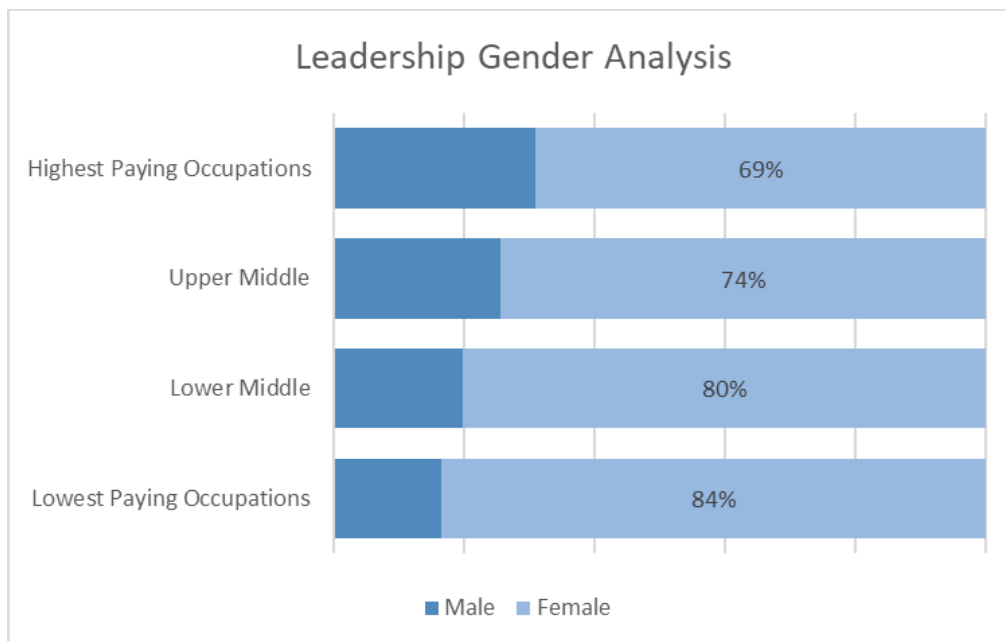


## 2021 GENDER PAY GAP: INTRODUCTION

1. The Ted Wragg Multi-Academy Trust operates as an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee development opportunities.
2. The Trust does not have any variation in pay between members of staff performing the same roles. However, the greater proportion of men in teaching roles, compared to support staff roles, creates what appears to be a gender gap when looking at the whole workforce.
3. You will see below that within the two different categories of staff employed within our Trust, the gender pay gap compares favourably to the national average of 15.4% (14.9% in 2020).



4. The Trust has reviewed the gender split of staff across roles within our organisation. The following chart shows the gender split when we order hourly rates of pay from highest to lowest and group into four equal quartiles. The results are interesting and reflect, as expected, the high percentage of female staff employed within the Trust, including within leadership roles.



5. Overall 77% of staff are female (unchanged from both 2019 and 2020). Pay is set in accordance with national statutory pay arrangements for teachers, and support staff are graded in accordance with the local authority grading scheme. Pleasingly, differentials in pay, within quartiles are minimal (as tabulated below).

#### HEADLINE GENDER PAY GAP FIGURES

6. The gender pay gap is defined as the difference between the mean and median hourly rate of pay the male and female colleagues receive. The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the mid points in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary. The figures below are based on hourly rates of pay as at 31 March 2021.

7. The Ted Wragg Multi-Academy Trust does not pay bonuses to any staff; therefore, the further three statutory calculations of the mean bonus gender pay gap, the median bonus gender pay gap and the proportion of males and females receiving a bonus payment are not applicable.

#### STATUTORY DISCLOSURES

8. The overall gender pay gap on 31 March 2021 was 43.4% (2020: 48.3%) on a median basis. The main reason for the pay gap is the relatively higher proportion of women in support roles.

#### Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	20.2%	43.4%

#### Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	Not applicable	Not applicable

6a. Ted Wragg Gender Pay Gap report

### Proportion of male and female employees who were paid bonus pay

Not applicable.

### Proportion of male and female employees according to quartile pay bands

	Quartile 1 Lower	Quartile 2 Lower middle	Quartile 3 Upper middle	Quartile 4 Upper
Male (% males to all employees in each quartile)	16.4%	19.8%	25.6%	30.9%
Female (% females to all employees in each quartile)	83.6%	80.2%	74.4%	69.1%
Average pay gap – difference in pay (female to male)	0.4%	-0.5%	-7.5%	-8.0%

## HOW WE SUPPORT GENDER EQUALITY IN THE TRUST

9. The Trust continues to challenge the historical imbalance in the education sector, where a disproportionate number of lower paid support staff roles are occupied by female colleagues. We recognise that this may be a consequence of eg. having and caring for children which can change what is wanted from a job. The Trust is pleased that data demonstrates that there is equality of opportunity in progression for both genders in this organisation.
10. Whilst understanding that these issues face all companies and the education sector in particular, the Trust recognises its responsibilities and will continue to:
- ensure that all senior and middle leaders undertake recruitment training, including recognising and challenging unconscious gender.
  - continue to cultivate our family friendly culture, underpinned by our range of supporting guidance, advice and policies including Shared Parental Leave.
  - maintain our commitment to professional development to enable all employees to realise their full potential.

### SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature:

Date: 19 January 2022

Status/position: Moira Marder, Chief Executive Officer

### Background papers

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2021>