

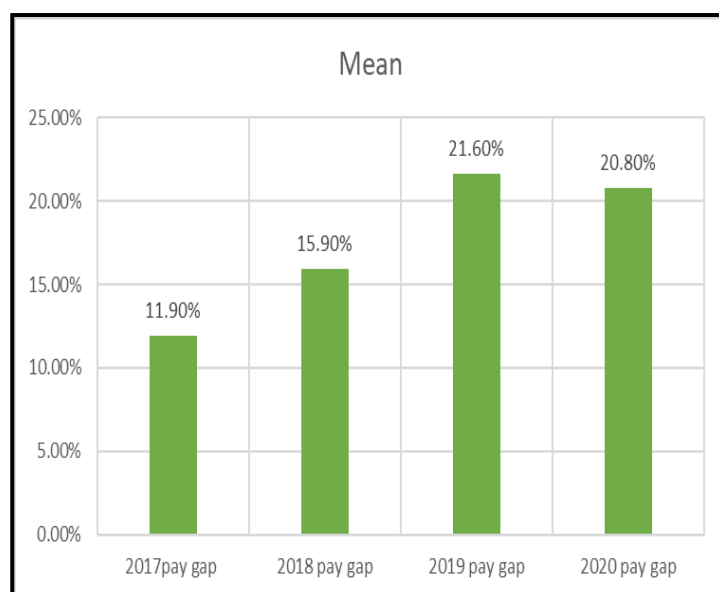
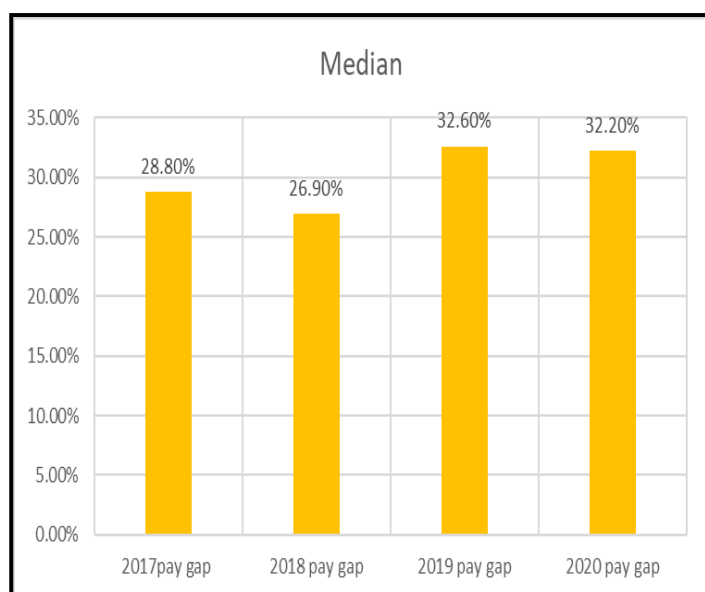
Washwood Heath Multi Academy Trust (“WHMAT”) – Gender Pay Gap Report 2020

Executive Summary

Below is a summary of key points for the snapshot date of 31st March 2020:

- WHMAT’s employee workforce profile comprised 69% females compared to 31% males during this reporting period.
- WHMAT’s 2020 median hourly pay was 32.2% lower than that of males. This means that female employees were earning 68p for every £1 that males were earning when comparing median hourly pay. However, the median hourly pay gap had narrowed slightly by 0.4% compared to 2019.
- WHMAT’s 2020 mean hourly pay was 20.8% lower than males. However, the mean hourly pay gap had narrowed by slightly by 0.8% compared to 2019.
- In this reporting year, females occupied 55% of the highest paid jobs and 86% of the lowest paid jobs.
- The GPG figures for WHMAT since reporting became obligatory are below. They illustrate that the mean hourly pay gap for women has widened every year until this year (2020), whereas the median hourly pay gap narrowed slightly in 2018, widened in 2019 and narrowed slightly this year.

	2017	2018	2019	2020
Median	28.80%	26.90%	32.60%	32.20%
Mean	11.90%	15.90%	21.60%	20.80%



1.0 Introduction

In April 2017, the government introduced gender pay gap legislation, which required all employers with 250 or more employees to publish their gender pay gap report on their website & via a government portal (deadline being 5th October for this year). This year's data was captured on 31st March 2020 (known as "the snapshot date") and included employees in 7 WHMAT academies, and the core team directorates (720 employees).

This report sets out the gender pay gap for WHMAT, explains the key causes of the gap and sets out our plans and aspirations to address it. WHMAT is committed to fairness and equal treatment of all colleagues at work, and we therefore view the gender pay gap with concern. We recognise the value of this data in challenging us to examine our practices, to identify barriers or obstacles that we need to remove and to look for ways of trying to reduce the gender pay gap over time.

2.0 Gender pay gap v. equal pay

The gender pay gap is a high-level snapshot of pay within an organisation and shows the difference in the average pay between all males and females in a workforce. The gender pay gap is the difference in average earnings (mean and median) between males and females regardless of the nature of their work. This is a broader concept than 'equal pay' which means that men and women doing the same work or work of "equivalent value" must be paid the same. A gender pay gap does not mean we have an equal pay problem. However, a gender pay gap may be a trigger for further investigation about the reasons why the gap exists. As can be seen from the below, the reasons why the education sector has a high gender pay gap generally are largely societal and based on the demographics of our workforce profile. This means that most factors causing it are outside of the control of the employer. However, there are things we can do to encourage and support females to progress and to apply to work for us.

3.0 What does WHMAT have to report on?

The legislation requires WHMAT to report on a) mean gender pay gap; b) median gender pay gap; c) mean gender bonus pay gap; d) median gender bonus pay gap; and e) pay quartiles by gender (see further at 5.0).

4.0 Gender composition

On the snapshot date (31st March 2020), WHMAT had 720 employees, compared to 461 in 2019. The gender split was:



69.14% Females



30.86% Males

This represents a slight increase in female employees and a slight decrease in male employees compared to 2019, when the split stood at 68.7% females and 31.2% males. Overall, this year (for 2020), our data set related to an additional 259 employees, compared to 2019.

5.0 Gender Pay Gap 2020

As of the snap-shot date (March 2020), WHMAT's gender pay gap was:

Mean Pay Gap



20.8%

Median Pay Gap



32.2%

These calculations are based on 2 different averages.

The “mean” gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men and the mean hourly pay of women. It is calculated by adding up all of the numbers and dividing the result by the total number of male or female employees in the sample. Mean averages are useful as they place the same value on every number used giving a good overall indication of the gender pay gap. However, very high or low hourly pay can dominate and distort the figure.

The “median” gender pay gap is the difference between the midpoints in the ranges of hourly earnings between male and female employees. It takes all salaries in the sample in order from lowest to highest and picks the middle-most salary. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers. Medians are useful to indicate what the “typical” situation is. They are not distorted by very high or low hourly pay.

5.1 Mean pay gap

WHMAT’s 2020 mean hourly pay was 20.8% lower than males. However, the mean hourly pay gap had narrowed by slightly by 0.8% compared to 2019.

5.2 Median pay gap

WHMAT’s 2020 median hourly pay was 32.2% lower than that of males. This means that female employees were earning 68p for every £1 that males were earning when comparing median hourly pay. However, the median hourly pay gap had narrowed slightly by 0.4% compared to 2019.

6.0 Bonus pay

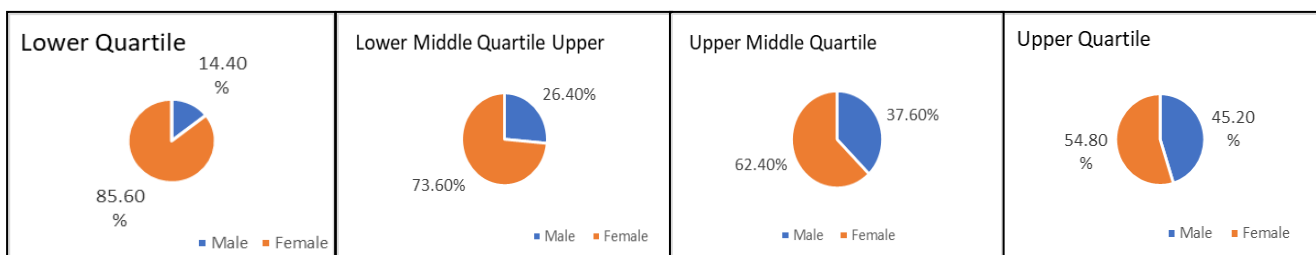
WHMAT does not operate a bonus scheme for any of its employees.

7.0 Pay quartiles by gender

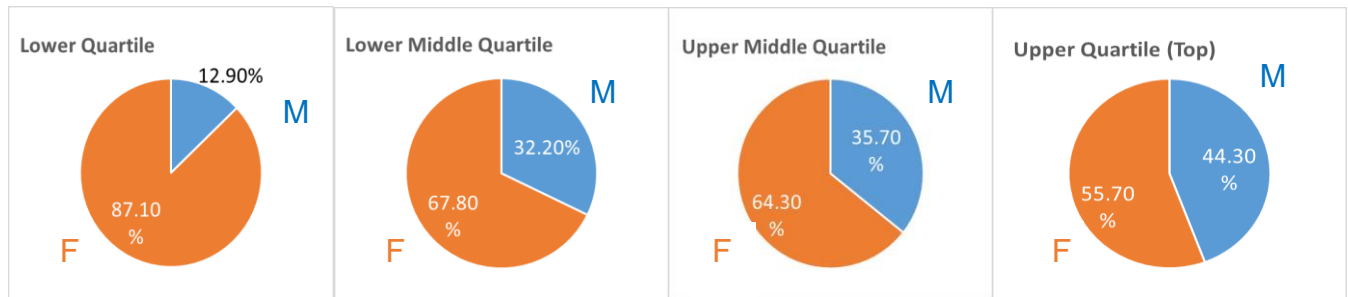
Below is the gender split when we divide our workforce as of the snapshot date of March 2020 by ordering hourly rates of pay from highest to lowest and grouping the pay into 4 equal quartiles (A comprises the lowest paid 25% of employees, whereas D covers the highest paid 25% of employees). The percentage of female employees is higher across all 4 quartiles.

The proportion of males and females in each of the four quartile pay bands was:

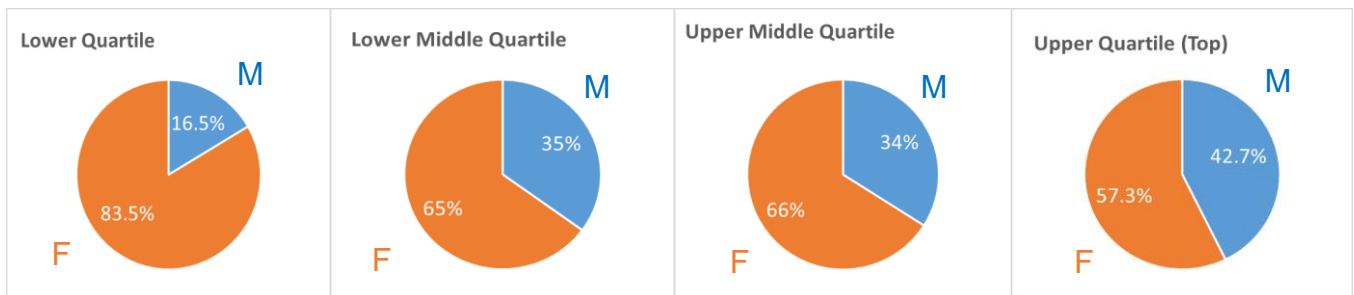
2020 Pay Quartiles



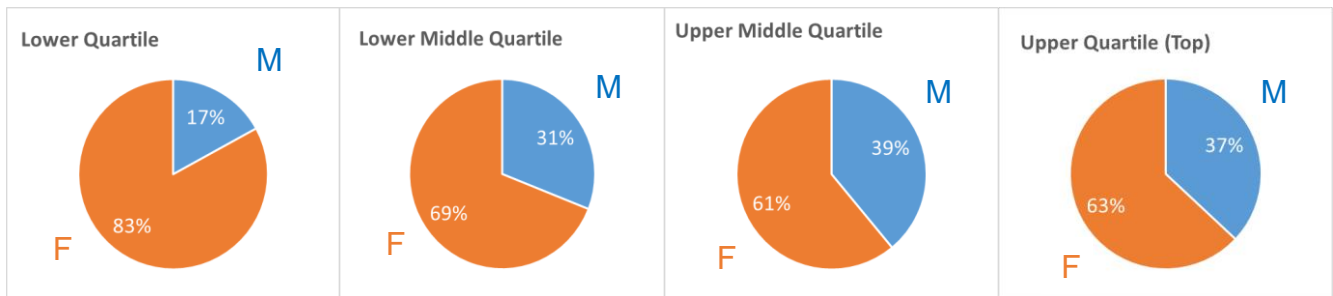
2019 Pay Quartiles



2018 Pay Quartiles



2017 Pay Quartiles



A) Lower pay quartile

85.6% of the lowest earners are female on the snap-shot date of March 2020, with only 14.4% being males. This quartile has the highest overall percentage of females out of all 4 quartiles within WHMAT. It represents a 1.5% increase in females & a 1.5% decrease in males compared to last year's figures. Until 2019, there has been a year-on-year increase in the number of female workers in this quartile since reporting started in 2017.

B) Lower middle pay quartile

73.6% of this quartile are female, compared to 26.4% of males as of March 2020. This represents a increase in females of 5.8% & a decrease in males of 5.8% compared to last year's figures.

C) Upper middle pay quartile

62.4% of this quartile are female, compared to 37.6% of males. This represents a slight decrease in females of 1.9% compared to last year's figures & a slight increase in males of 1.9%.

D) Upper (top) pay quartile

54.8% of the top earners within WHMAT as of March 2020 were females with 45.2% being males. However, there is a higher percentage of males in this quartile, than in the other 3 quartiles. This represents a slight drop in females compared to last year's figures of 0.9% and a slight increase in males of 0.9%. Since 2017 the number of females in this quartile has fallen by approximately 8%.

When comparing the pay quartiles across the previous years, although there are some changes to be made, females are still well represented across all pay quartiles. There is, however, more work to be done to shift the imbalance of females from the lower quartiles to the upper and top quartiles.

8. What are the underlying causes of WHMAT's gender pay gap?

WHMAT is an "equal opportunities employer" and does all that it can to minimise discrimination in the workplace.

WHMAT is also committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability in line with the Equality Act 2010. WHMAT is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work (see further at 2.0).

However, its gender pay gap continues to be the result of:

A) Types of role available for employees at WHMAT

69% of our workforce were female as of the snapshot date. Whilst this is common in education, the proportion of women carrying out lower paid support staff roles is inevitably higher. Typically, more women undertake these roles in schools to give them the flexibility to combine work with childcare commitments and/or other caring responsibilities.

B) Working patterns and societal norms

Although flexible working opportunities are potentially available to all at WHMAT (see process in WHMAT's Flexible Working Policy at <https://cepedu.sharepoint.com/sites/WHMAT-Home/Policies/Forms/AllItems.aspx>), research shows that females are still more likely to be working part-time than their male counterparts. It is these roles that offer flexibility to combine caring commitments with work, that feature more highly in the lower graded roles (part-time and/or term time only) to give flexibility and encourage a work-life-balance. This not only impacts on the number of hours worked per week by female employees, but also on the number of weeks worked per year and on average hourly salaries. The overwhelming majority of employees who currently work flexibly across the organisation are females, with caring responsibilities cited as the rationale for flexibility.

9. How does WHMAT's gender pay gap compare with the education gender pay gap?

ONS statistics show that the education sector overall in the UK has an average gender pay gap of 25% (including colleges and universities), which makes education one of the worst sectors for pay inequality overall in the UK. Based on the 2020 figures, this would mean that WHMAT's mean figure of 20.8% is broadly 4.2% lower than the average for the sector.

10. What steps will WHMAT take to reduce its gender pay gap?

10.1 Recruitment

Adverts

WHMAT will continue to use gender neutral language in job adverts, so as to attract as many females as possible and to advertise internally and externally as appropriate.

Encourage salary negotiation by showing salary ranges

Research has shown that women are less likely to negotiate their pay. This is partly because women are put off if they are not sure about what a reasonable offer is. WHMAT will continue to ensure that salary ranges for each post are included in adverts for complete transparency and to encourage salary negotiations. The appointment will always be to the minimum point of the salary range, unless the candidate can successfully evidence/demonstrate why they should be considered to start at a higher point within the salary range. If women are empowered to negotiate their salaries more, this may increase the chances of them earning higher salaries for relevant roles.

Shortlisting

When undertaking the shortlisting process, personal information, such as the person's name, gender and ethnicity are now removed to minimise the risk of unconscious bias. The shortlisting panel will assess each candidate equally against the essential (and if applicable, desirable) criteria as set out in the person specification. We also require hiring panels to be gender diverse i.e. not just made up of all males or all females.

Structured interviews for recruitment & promotions

Structured interviews i.e. using the same questions in a pre-determined order & format & scoring using standardised criteria already form part of the current recruitment and selection process and minimise the risk of unfair or unconscious bias from influencing decisions.

10.2 Embedding a culture of flexible working

According to the House of Commons' Women & Equalities Committee, "flexible working for all lies at the heart of addressing the gender pay gap". A new Flexible Working Policy was introduced in 2017 & training provided for senior leaders to help us embed a culture of consistently considering flexible working requests.

All requests to work flexibly are reviewed for both, female and male employees, regardless of gender, reason for the request and their job role, including those which historically would not have been considered as feasible, in line with the Flexible Working Regulations.

However, in reality, we need to design flexibility into more senior positions and ensure that it is not just post-holders in the lower quartiles who are granted flexible working opportunities and remember that flexible working is not only about part-time working but about considering home working, compressed hours and/or job shares where feasible.

The Trust is now part of a Dfe funded project to embed a culture of flexible working across its academies and is hopeful that over time, this will empower more colleagues to request and be granted flexible working opportunities and to only turn down requests in very exceptional cases.

10.3 Pay

The WHMAT Pay policy continues to be applied fairly and consistently regardless of gender. To date, WHMAT reviews and incorporates the pay award recommendations from the NJC for support and School Teachers' Review Body/DfE for teaching staff and will continue to do so providing this is financially viable. Furthermore, Executive Pay decisions are made in line with WHMAT's Executive Pay Policy to ensure fairness and transparency.

10.4 Progression Opportunities – Middle & Senior Leadership

WHMAT currently has a good mix of males and females in middle & senior leadership roles across WHMAT. However, it will continue to review its leadership and development pipelines to ensure that talented women are encouraged & supported to think of leadership roles from early in their careers, that leadership roles are designed to be open to women returning from maternity leave or seeking flexible working & that we identify & eliminate visible & invisible obstacles to women taking up these positions.

I confirm that the information & data reported are accurate & in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

10.5 Action plan & working group

How to reduce the GPG will fall within the remit of the Trust's ED&I working group for the 21/22 academic year and will form part of a 3-year action plan. Input will also be sought from a dedicated panel of trustees on this critical area.

Director of People

05.10.2021