

Gender Pay Gap Report 2018
Washwood Heath Multi Academy Trust (“WHMAT”)

1. Introduction

In April 2017, the government introduced gender pay gap legislation, which required all employers with 250 or more employees to start publishing their gender pay gap on their website & via a government portal by 30th March each year. Last year’s report was based on data as of 31st March 2017. This year’s data was captured on 31st March 2018 & included employees in 5 of the 7 existing WHMAT academies; namely Washwood Heath, Saltley, Tile Cross, Brownmead and Gossey Lane (last year’s report only included 4 academies).

2. What is the gender pay gap?

The gender pay gap is defined as the difference between the average (mean and median) hourly rate earnings of male & female employees expressed as a percentage. This is distinct from “equal pay”, which considers whether males & females are being paid the same for 'like work' - work that is the same or broadly similar, or work that is found to be of equal value in terms of effort, skill or decision making.

3. 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 below).

4. Gender Make-Up

On the snapshot date (March 2018), WHMAT had 468 employees & the gender split was as follows:



68.0% Women



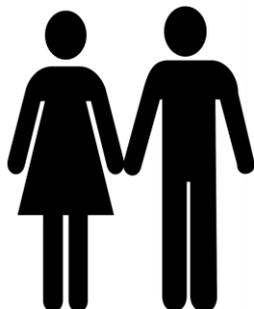
32.0% Men

This was a slight decrease (1%) in female employees & a slight increase (1%) in male employees compared to 2017, when the split stood at 69% - female & 31% - male. Overall this year, we are capturing data relating to an additional 95 employees compared to 2017.

5. Gender Pay Gap

As of the snap-shot date (March 2018), WHMAT's gender pay gap was:

Mean Pay Gap



15.9% lower

Median Pay Gap



26.9% lower

These calculations make use of two types of averages: A mean average involves adding up all of the numbers and dividing the result by how many numbers were in the list (the average of all in the range). A median involves listing all of the numbers in numerical order to obtain the middle of the range. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

5.1 Mean Pay Gap

As of March 2018, female employees were paid 15.9% less per hour than males. This is a slight increase of 4% from last year's figure of 11.9%. However, to put this in perspective, males earned £3.22 more per hour on the snapshot date.

5.2 Median Pay Gap

As of March 2018, female employees were paid 26.9% less than male employees. This is a slight decrease of 1.9% from last year's figure of 28.8%. Males earned £5.36 per hour more than females.

6.0 Bonus Pay

WHMAT does not currently operate a bonus scheme for its employees, so it is unable to calculate a mean or median gender bonus pay gap.

7.0 Pay Quartiles by Gender

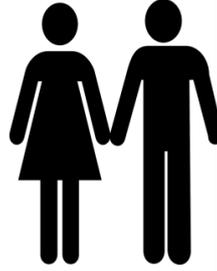
Below sets out WHMAT's workforce divided into four equal sized groups based on hourly pay rates, with A including the lowest paid 25% of employees & D covering the highest paid 25% of employees. The percentage of female employees is higher across all 4 quartiles.

A. Lower Quartile



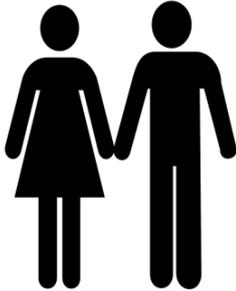
83.5% Female - 16.5% Male

B. Lower Middle Quartile



65.0% Female - 35.0% Male

C. Upper Middle Quartile



66% Female - 34.0% Male

D. Upper Quartile (Top)



57.3% Female - 42.7% Male

A. Lower Quartile

83.5% of the lowest earners are female on the snap-shot date of March 2018, compared to only 16.5% of males. This quartile has the highest overall percentage of females out of all 4 quartiles within WHMAT. It represents a 0.5% increase in females & a 0.5% decrease in males compared to last year's figures.

B. Lower Middle Quartile

65% of this quartile are female, compared to 35% of males. This represents a slight increase (4%) in males & a slight decrease in females (4%) compared to last year's figures.

C. Upper Middle Quartile

66% of this quartile are female, compared to 34% of males. This is a slight decrease in males (5%) compared to the 2017 figures & a slight increase (5%) in females.

D. Top Quartile

57.3% of the top earners within WHMAT as of March 2018 were females, compared to 42.7% of males. However, there is a higher percentage of males in this quartile, than in the other 3 quartiles. There are slightly less female employees in this quartile than last year (63% in 2017/5.7% less) and a slight increase in males (going from 37% to 42.7%).

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

WHMAT operates as an equal opportunities employer, and does all that it can to minimise discrimination in the workplace, for example in recruitment, performance management and the provision of employee career development opportunities.

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.

Rather, its gender pay gap is the result of:

Types of Role Available for Employees

Our whole workforce is predominantly female (68%). 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.

Working Patterns

Although flexible working opportunities are available to all, women are more likely to be working part-time and these roles are more common in the lower pay quartiles. For example, a large proportion of lower paid roles are 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 average hourly salaries.

School Phase

Women are more likely to be working in the primary phase, where average salaries tend to be lower.

Societal Issues

Research has shown that today, almost as many men as women wish to work flexibly, but it is still more common for women to take up the bulk of childcare responsibilities and to seek out part-time working opportunities.

There is one additional academy in the Trust in comparison to the last snapshot date (30 March 2017) which will impact on the overall result of this year's report.

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

According to the October 2018 figures of the Office for National Statistics (ONS), the overall UK gender pay gap was 17.1% lower (mean) and 17.9% lower (median). This shows that WHMAT's mean gender pay gap is 1.2% lower, whereas its median gender pay gap is 9% higher than the figures for the UK overall.

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

According to the October 2018 figures of the Office for National Statistics (ONS), the overall gender pay gap in Education was 17.3% lower (mean) and 25.9% lower (median).

This shows that WHMAT's mean gender pay gap is 1.4% lower, whereas its median gender pay gap is 1% higher than for the sector overall.

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

11.1 Recruitment

Adverts

- a) WHMAT will continue to use gender neutral language in job adverts.

Encourage Salary Negotiation by showing salary ranges

- b) 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 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 negotiate their salaries more, they will end up with salaries that more closely match the salaries of men.

Shortlisting

- c) When undertaking the shortlisting process, personal information, such as the person's name, gender and ethnicity, will be removed. The shortlisting panel will assess each candidate equally against the essential (and if applicable, desirable) criteria as set out in the person specification. According to research, when putting together a shortlist of qualified candidates, more than one woman should be included. Shortlists with only one woman do not increase the chance of a woman being selected. Therefore, our process will take this into account.

Structured Interviews for recruitment & promotions

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

11.2 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.

11.3 Pay

The WHMAT Pay policy is continued to be applied fair 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.

11.4 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.

Director of HR
27.03.2019