

## GENDER PAY GAP REPORTING 2018

### INTRODUCTION

Following the introduction of new regulations by the Government Equalities Office, employers with 250 or more employees must publish specific figures about their gender pay gap on their own website and on the government's online reporting service by 30 March 2018. White Rose Academies Trust falls within these requirement and this report provides information required.

### GENDER PAY GAP

Our gender pay gap data for 2017/18, compared to the 4,539 organisations that have reported to date, is as follows:

	<b>WRAT</b>	<b>National</b>
Difference in hourly rate of pay – mean	<b>6.1%</b>	<b>13.6%</b>
Difference in hourly rate of pay – median	<b>-4.6%</b>	<b>12.0%</b>
Difference in bonus pay – mean	<b>51.2%</b>	<b>17.2%</b>
Difference in bonus pay – median	<b>0%</b>	<b>-5.70%</b>
Percentage of males who received bonus pay	<b>10.9%</b>	<b>33.9%</b>
Percentage of females who received bonus pay	<b>10.1%</b>	<b>32.7%</b>

### Employees by pay quartile

	<b>WRAT</b>	<b>National</b>
Upper quartile – Male	<b>37.5%</b>	<b>59.2%</b>
Upper quartile – Female	<b>62.5%</b>	<b>40.8%</b>
Upper middle quartile - Male	<b>30.5%</b>	<b>53.2%</b>
Upper middle quartile – Female	<b>69.5%</b>	<b>46.8%</b>
Lower middle quartile – Male	<b>40.0%</b>	<b>48.8%</b>
Lower middle quartile – Female	<b>60.0%</b>	<b>51.2%</b>
Lower quartile – Male	<b>35.8%</b>	<b>45.0%</b>
Lower quartile – Female	<b>64.2%</b>	<b>55.0%</b>

Gender profile: Male 36%; Female 64%

Definitions:

**Mean** – The sum of all the values in a data set divided the total by the number of values in the data set.

**Median** – The 'middle' value in a list of values in a data set.

## WHAT DOES THIS MEAN

The gender pay gap provides a guide as to the differential in pay between our male and female employees. This data is based on the pay of employees on the 'snapshot date' of 31 March 2017 for the 2017/18 report.

Data for White Rose Academies Trust is compared to a national average. It should also be noted that these national averages are across all employment sectors, not just education.

The percentage difference in the hourly rate of pay shows that, calculated as mean pay, male employees are paid 6.1% more than female employees, but when expressed as median pay, female employees are paid 4.6% more than males. This can be explained by a greater number of males in the senior post holder positions increasing the mean hourly pay for males but a higher proportion of females in the middle management roles increasing the median pay for females. Our gender pay gap is much closer than the current national averages, particularly in the case of median pay.

The higher proportion of males in senior post holder roles also provides the difference in mean bonus pay in favour of males, at 51.2%, but the 0% difference in median bonus pay reflects that the majority of staff have the opportunity of earning the same level of PRP. The percentage of males receiving PRP is slightly greater than females receiving PRP (10.9% vs 10.1%), however a significantly lower percentage of our staff are paid a bonus compared to the current national averages.

As the split in the gender profile of our staff is 36% male to 64% female, we would anticipate the representation of males and females in each pay quartile would reflect that proportion. Broadly the data supports that expectation, particularly in the case of the upper and lower quartiles. The middle quartiles show a higher than expected percentage of females in the upper middle quartile (69.5% vs 64%) and a greater percentage of males in the lower middle quartile (40% vs 36%). The higher proportion of females in middle management roles can explain this. This compares to the current national picture where males are much more significantly represented in the two upper pay quartile whereas female employees form a greater percentage of the lower pay quartiles rather than a consistent pattern across all quartiles.

This data indicates that, as a whole, our female employees are more fairly represented across the pay structure compared to the national picture, however are less well represented in the most senior roles in our organisation.