

White Rose Academies Trust **Gender Pay Gap Review Summary**

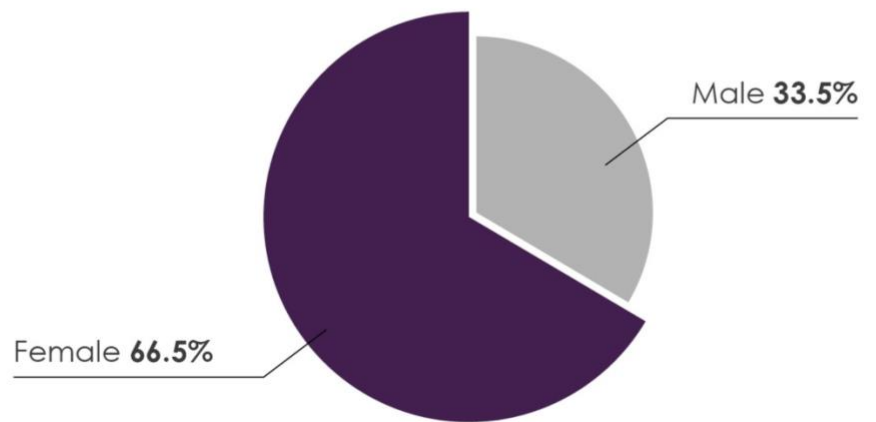


Gender Pay Gap 2022 Report Summary

The White Rose Academies Trust prides itself on being an inclusive employer. We are working hard to address any imbalance in the workforce through inclusive and diverse recruitment strategies. The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female employees are paid. The mean pay gap is the difference between average earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. All salaries are included in the data set and are ordered from lowest to highest with the middle value selected.

Gender Split

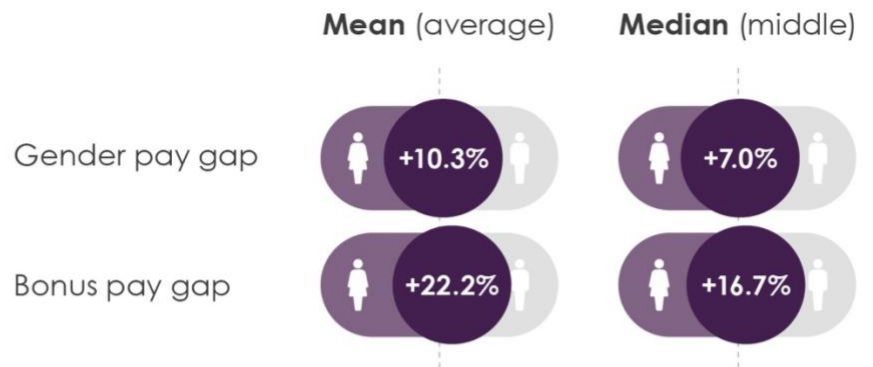
Percentage of male and female employees at the White Rose Academies Trust:



Pay and Bonus Gap

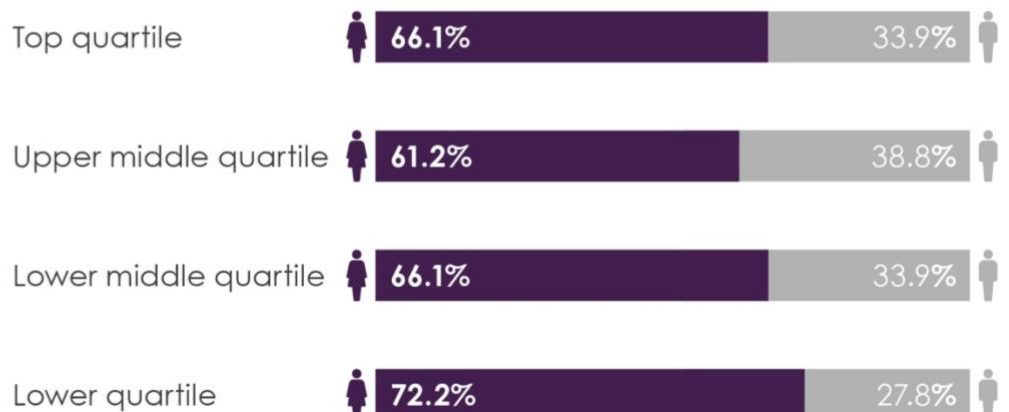
The difference in hourly rates of pay between male and female employees and any difference in bonus payments:

Proportion of employees receiving a bonus:
 Female: **1%**, Male: **2.6%**



Pay Quartiles

Splitting the hourly rates of pay into quartiles and examining the percentage of male and female employees in each.



White Rose Academies Trust
Gender Pay Gap Review
Full Report



1. Introduction

The White Rose Academies Trust is required to report annually on the gender pay gap for the Trust. This report provides the details of the gender pay gap for the Trust as at March 2022 and comparisons to other Multi Academy Trusts.

2. Background

This is the fifth year that the Trust has been required to report details of its gender pay gap. Organisations with more than 250 employees are required to report on their gender pay gap.

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female employees are paid. The mean pay gap is the difference between average earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. All salaries are included in the data set and are ordered from lowest to highest with the middle value selected.

The 2022 gender pay gap has been analysed across the different grade groupings and the mean hourly rates calculated for each of the groupings (Appendix 1). Analysis shows a reasonably high level of neutrality across the pay groups in terms of a pay gap.

The gender pay gap figures have been obtained for a number of local multi academy trusts and compared to the gender pay gap figures for the Trust. (Appendix 2).

3. Gender Pay Gap

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female employees are paid. The mean pay gap is the difference between average earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. All salaries are included in the data set and are ordered from lowest to highest with the middle value selected.

These figures are based on hourly rates of pay as at 30 March 2022.

WRAT gender pay gap	2019	2020	2021	2022
Number of staff in post	372	372	457	462
Mean pay gap	10.1%	9.5%	7.4%	10.3%
Median pay gap	5.3%	7.5%	7.1%	7.0%
Mean bonus pay gap	10.0%	46.5%	0.0%	22.2%
Median bonus pay gap	10.0%	56.0%	0.0%	16.7%
% Women receiving a bonus	0.8%	0.4%	0.3%	1%
% Men receiving a bonus	1.6%	2.3%	1.9%	2.6%

	2019	2020	2021	2022
Percentage of women in the workforce (hourly rates of pay):				
Overall	66%	64.5%	66.1%	66.5%
Lower quartile	75.3%	69.9%	72.2%	72.2%
Lower middle quartile	60.2%	66.3%	68.4%	66.1%
Upper middle quartile	64.5%	59.6%	56.1%	61.2%
Top quartile	63.4%	62.4%	67.5%	66.1%

The Gender split for the White Rose Academy Trust as at 30th March 2022 was 33.5% Male and 66.5% Female. Like most educational providers, the majority of the workforce is female.

The mean gender pay gap has increased by 2.9% since last year.

The lower quartile generally tends to be educational support staff type roles which generally attract more females than males due to the term time only working arrangement. This is a national trend.

The median bonus pay gap has increased this year up to 16.7%. This is due to a part bonus payment for a female member of staff due to a role change part way through the year. Changes have already been made to post holders receiving this in the past where the payments have now been incorporated into their gross salary. A proposal for colleagues still receiving bonus payments to also have this element removed will also be submitted to the WRAT Board in March.

The gender pay gap information for 2021/22 will be submitted to the government online reporting portal and the information published on the Trust website over the coming weeks, in advance of the statutory deadline that falls in March 2023.

4. Gender Pay Gap Comparison

The gender pay gap data reported for other multi academy trusts that are local to the West Yorkshire area were reviewed and compared to the figures for the Trust and is set out in Appendix 2. The data for seven other trusts from 2020 and 2021 is retained in this report for comparison purposes. The comparison table utilises the most recent set of data released.

The mean gender pay gap for the White Rose Academies Trust compares favourably with organisations operating in the sector. For 2021 compared against the regional multi trust academies that reported their gender pay gap, the mean gender pay gap for the Trust was more favourable. For the same year, the White Rose Academies Trust had a more favourable gender pay gap figures than all other trusts reviewed, as indicated by figures highlighted in green in Appendix 2.

5. Gender Pay Gap By Grade

The gender pay gap for the main grade bands is set out in Appendix 1. As can be seen in this appendix the gender pay gap varies across the different grade groupings. Only colleagues on SPOT salaries have a variance of 5% or more in the mean hourly rate. It should be noted at this stage that currently there is a piece of work being completed to move all colleagues currently on

SPOT salaries away from this grading type, on to recognised pay scales for both teaching and non-teaching staff.

The most marked difference in the mean hourly rates is for those staff on leadership grades and SPOT salaries. The leadership grades include teaching staff such as Vice Principals, Assistant Principals and Heads of Department etc. Those members of staff on SPOT salaries where there is a 32.1% negative variance for females include the CEO, CFO, Executive Principal, Academy Principals, Business Managers and a number of other support staff.

The largest number of staff are in the main pay scale grade group and there is a 0.3% against females.

6. Recommendation

The Board is asked to note this analysis of the Trust gender pay gap and the comparison to the gender pay gap data available for other multi academies.

The gender pay gap information for 2022 will be submitted to the government online reporting portal and the information published on the Trust website over the coming weeks.

Appendix.
**Gender Pay Gap
Grade Analysis**



Gender Pay Gap March 2022 – Grade Analysis

Grade	Teaching / Support	Number			Mean hourly rates			Female to male variance	
		Female	Male	Total	Female	Male	Total	£	%
A1/A3 & LCAR	Support	11	1	12	£ 9.56	£ 9.50	£ 9.56	-0.06	-0.6%
B1/B3	Support	32	17	49	£ 10.47	£ 10.44	£ 10.46	-0.03	-0.3%
C1/C3	Support	47	17	64	£ 12.56	£ 12.53	£ 12.55	-0.03	-0.2%
L'SHIP	Teaching	39	19	58	£ 31.68	£ 34.66	£ 32.66	2.98	8.6%
MPS	Teaching	74	51	125	£ 18.43	£ 18.49	£ 18.46	0.06	0.3%
PO1/PO6	Support	12	9	21	£ 19.59	£ 19.92	£ 19.73	0.33	1.7%
SO1/SO2	Support	32	13	45	£ 15.61	£ 15.08	£ 15.46	-0.53	-3.5%
UPS	Teaching	34	15	49	£ 25.95	£ 25.21	£ 25.73	-0.74	-2.9%
UQ TEACH/TUTOR	Teaching	8	2	10	£ 14.96	£ 15.68	£ 15.10	0.72	4.6%
SPOT	Mixed	9	11	20	£ 25.77	£ 37.98	£ 32.48	12.21	32.1%
		306	155	461	£ 18.55	£ 20.67	£ 19.26	2.12	10.3%

Gender Pay Gap March 2022 – Comparison to other Multi Academy Trusts

	Emplo yer Size	Year	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Difference in bonus pay (Mean)	% Difference in bonus pay (Median)
Abbey Multi Academy Trust	500 to 999	2021	19	41	93	76	0	0
Abbey Multi Academy Trust		2020	12.7	22	77	78.4	0	0
Red Kite Learning Trust	1000 to 499	2021	28.6	50.7	93	85.3	-14.8	-25
Red Kite Learning Trust		2020	30	50.1	89.4	87.9	38.4	0
The Gorse Academies Trust	1000 to 499	2021	13.7	8.5	82.1	73.5	40.7	0
The Gorse Academies Trust		2020	15.6	7.4	81.1	70.9	29.6	20
The Rodillian Multi Academy Trust	250 to 499	2021	10.9	10.9	74.1	68.8	0	0
The Rodillian Multi Academy Trust		2020	11.6	4.4	72.6	64.9	0	0
Wellspring Multi Academy Trust	1000 to 499	2021	16	19.1	85.5	80.2	0	0
Wellspring Multi Academy Trust		2020	15.2	21.6	86.2	79.5	0	0
The Brigshaw Learning Partnership	250 to 499	2021	18.9	38.1	97	89	0	0
The Brigshaw Learning Partnership		2020	19.2	36.5	94	87	0	0
Exceed Academies Trust	500 to 999	2021	19.6	28.5	91.8	86.5	0	0
Exceed Academies Trust		2020	18.6	24.4	89	85.9	0	0
White Rose Academies Trust	250 to 499	2022	10.3	7	72.2	66.1	22.2	16.7
White Rose Academies Trust		2021	7.4	7.1	72.2	68.4	0	0
White Rose Academies Trust		2020	9.5	7.5	69.9	66.3	46.5	40

WRAT Gender Pay Gap is worse

WRAT Gender pay Gap is the same

WRAT Gender Pay Gap is better