

Gender Pay Gap Report 2019

1. Introduction

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, Wellspring Academy Trust is required to measure and report on the gender pay gap in the organisation. The Trust is a public sector body and has a data capture date of 31st March each year.

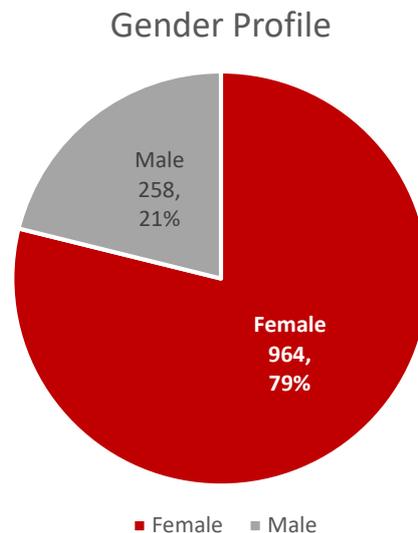
Gender pay gap reporting requires organisations to carry out six calculations that show the difference between the average earnings of men and women in our organisation. We are required to publish the results on our own website and a government website.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation. It is different to equal pay, which is concerned with the difference in actual earnings of men and women doing equal work (or work of equal value).

The pay gap is useful in measuring pay equality due to its simple calculation; however, it does not measure the pay difference between men and women at the same pay grade, doing the same job, with the same working pattern. It also does not include any of the personal characteristics that may determine a person's pay such as age.

2. Wellspring Academy Trust's Gender Profile

This report contains data for the reporting period *01st April 2017 to 31st March 2018*.



Female No.	Female %age	Male No.	Male %age	Total No
964	78.89%	258	21.11%	1222

Our overall percentage of female staff (gender profile), has increased this year from 73% to 79% and continues to be higher than the [Civil Service average of 54% and the UK average of 51%](#). The gender profile has largely changed due to the transfer of 3 academies to us which brought a workforce to us of which were predominately women.

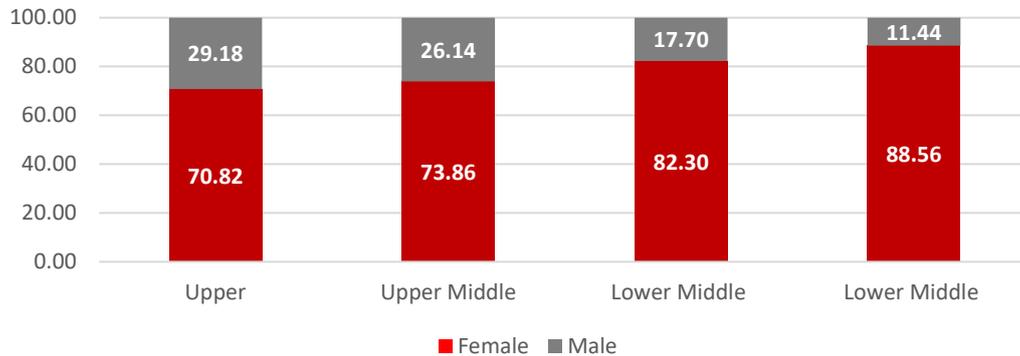
3. Pay Gap

The results for the statutory calculations are:

Calculation	Gender Pay Gap %
Mean gender pay gap	20% in favour of males
Median gender pay gap	28% in favour of males
Mean bonus gender pay gap	N/A
Median bonus gender pay gap	N/A
Proportion receiving bonus	N/A

	Female Hourly Rate	Male Hourly Rate	% Variance
Mean Gender Pay Gap	£12.93	£16.16	20%
Median Gender Pay Gap	£9.39	£12.98	28%
Mean bonus gender pay gap	n/a	n/a	n/a
Median bonus gender pay gap	n/a	n/a	n/a
Proportion of males receiving a bonus	n/a	n/a	n/a
Proportion of females receiving a bonus	n/a	n/a	n/a

Proportion of Male and Female employees in each pay quartile %



4. Analysis of Pay Gap Data

Analysis of Wellspring Academy Trust pay gap data shows that the main reason for the mean gender pay gap of 20% is the proportion of males and female employees in different pay quartiles.

- There are more women than men in each quartile, with the highest proportion of females in the bottom two quartiles, where pay is lower.
- There are proportionally more men in the upper pay quartiles, where pay is higher compared with the lower pay quartiles.
- The Trusts mean gender pay gap of 20% is higher than the [UK 2018 average which stands at 17.1%](#) nationally.
- The Trusts medium gender pay gap of 28% is higher than the [UK 2018 average which stands at 17.9%](#).

5. Supporting Statement

Wellspring Academy Trust is committed to the promotion of equal opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development.

Within our academies, the Trust use pay scales based on School Teachers Pay and Conditions and the National Joint Council for support staff and adopted the recommended pay increases for both.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and composition.

The majority of staff are in the lower pay quartiles and the workforce is predominately female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected. The Trust believes all women and men are paid an equivalent salary for the same job role.

Wellspring Academy Trust supports our staff with a number of family friendly provisions such as part time working, which our (predominantly female) employees, (including senior leaders), choose to

take. The majority of school based support staff are also term time and applications are generally from women.

The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

I confirmed that the above information has been prepared from our payroll data on the snap date and fairly represents the Gender Pay Gap information for Wellspring Academy Trust.

Author:

Signed: Claire Chappell

Date: 15/3/2019

Approved (CEO):

Signed: 

Date: 01/04/2019