



WCAT

Gender Pay Gap

Written Statement 2017

Gender Pay Gap Report 2017

Wakefield City Academies Trust, in accordance with the Equality Act 2010 (Gender Pay Gap information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations are:

1. Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is **30.53%**.

2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is **52.26%**.

3. The proportion of males and females in each Quartile Pay Band

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
8% Male 92% Female	25% Male 75% Female	28% Male 72% Female	39% Male 61% Female

This shows that Wakefield City Academies Trust has a much higher proportion of women in all quartiles but especially in the lower, lower middle and upper middle quartiles.

Supporting Statement

Wakefield City Academies Trust is committed to the promotion of equality of 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. All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same band for the same job role.

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

The majority of staff are in the lower pay quartiles and the workforce is predominantly female, therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected.

Wakefield City Academies Trust supports our staff with a number of family friendly provision such as part time working which our (predominantly) female employees choose to take advantage of.

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

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap Information for Wakefield City Academies Trust

Signed



Chris Pickering Chief Executive Officer