



WCAT

Gender Pay Gap

Written Statement 2018

## Gender Pay Gap Report 2018

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 **27.18%**.

### 2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is **46.34%**.

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

	Male	Female
<b>Upper Quartile</b>	34%	66%
<b>Upper Middle Quartile</b>	23%	77%
<b>Lower Middle Quartile</b>	15%	85%
<b>Lower Quartile</b>	5%	95%

This shows that Wakefield City Academies Trust had 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.

Nearly all the staff whose pay forms part of this report were transferred to other Academy Trusts during 2018.

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

Wakefield City Academies Trust supported its staff with a number of family friendly provisions such as part time working, which our (predominantly) female employees chose to take advantage of.

The overall gender pay gap therefore reflected 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



Dr J Hargreaves – Interim Chief Executive Officer