



Website commentary to accompany the Gender Pay Gap Report for the snapshot date of 31 March 2021

The Wythenshawe Catholic Academy Trust is responsible for the running of one high school and three primary schools within the Catholic Diocese of Shrewsbury.

The gender demographic for 324 eligible employees at 31 March 2021

Gender	Number	%
Male	72	22%
Female	252	78%

The Trust is committed to the principle of equal opportunities and equal treatment for all employees, regardless of age, disability, race, religion or belief, marriage or civil partnership, pregnancy or maternity, sex, sexual orientation or gender reassignment. The Trust has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we:

- provide training for all managers and other staff members who are involved in appraisals and pay reviews;
- adopt an agreed pay structure for teaching and support staff;
- carry out regular pay comparisons and audits across the Trust; and
- evaluate job roles and pay grades as necessary to ensure a fair structure.

The Trust is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, the Trust's gender pay gap is the result of the type of roles in which men and women work across our schools and the salaries that these roles attract.

Males in the Trust tend to occupy Headteacher, teacher, IT and site manager roles and there are fewer males in lower paid roles such as teaching assistants, administrators, lunchtime organisers and cleaners. For gender pay gap purposes, this gives an average based on a much narrower spectrum of roles than for the females within the Trust.

Within the education sector, it is typical to have a higher proportion of female employees. Of all the Trust employees, 78% are women. This is evident across all quartiles, however, the proportion of females in the lower quartile indicates an imbalance, with more females occupying lower paid roles.



The Trust has significant female representation at the higher levels and at all levels within the Trust and we will endeavour to ensure this position is strengthened by continuing to offer meaningful work at all levels, including well-paid senior roles. Currently as at the end of March 2021, 57% of the twenty-one most senior positions within the Trust (CEO, Headteachers, Deputy Headteachers, Assistant Headteachers and Senior Central Team) are occupied by women.

Another consideration worth noting in interpreting the gender pay gap data is that in this predominately female sector, whilst it is typical to have a higher number of females in the teaching workforce in the primary schools the proportions are not as significant in high schools. As at the end of March 2021, 78% of the teaching staff in the primary schools were female whilst 55% of the teaching staff in the high school were female.

The Mean and Median Gender Pay Gap

- The mean gender pay gap for the Trust is 23.8%.
- The median gender pay gap for the Trust is 32.7%.
- There is no bonus scheme in operation across the Trust.

Pay quartiles by gender

Band	Males	Females	Description
A	34.6%	65.4%	Includes all employees whose standard hourly rate places them above the upper quartile
B	28.4%	71.6%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
C	16.0%	84.0%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
D	9.9%	90.1%	Includes all employees whose standard hourly rate places them at or below the lower quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of the Trust's gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work
- work rated as equivalent under a job evaluation scheme; or
- work of equal value

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of the Trust's workforce, where the majority of the front-line employees such as lunchtime support staff and cleaners within our schools are women, while the majority of males work in middle management, in teaching roles for example.

This can be seen above in the table depicting pay quartiles by gender. This shows the Trust's workforce divided into four equal-sized groups based on hourly pay rates, with Band D including the lowest-paid 25% of employees (the lower quartile) and Band A covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within the Trust, 90.1% of the employees in Band D are women and 9.9% men. The percentage of male employees increases throughout the remaining Bands, from 9.9 in Band D to 16% in Band C to 28.4% in Band B to 34.6% in Band A.

How does the Trust's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that the Trust's mean gender pay gap is comparable with that of those within our industry.

The mean gender pay gap for the whole economy (according to the November 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 14.6%. The Trust's mean gender pay gap is 23.8%.

The median gender pay gap for the whole economy (according to the November 2020 ONS ASHE figures) is 15.5%. The Trust's median gender pay gap is 32.7%. This means that when comparing median hourly rates of pay, women's hourly rates are 33p per hour less than men.

What is the Trust doing to address its gender pay gap?

While the Trust's gender pay gap is comparable with that of organisations across the whole UK economy, this is not a subject about which the Trust is complacent, and it is committed to doing everything that it can to reduce the gap. However, the Trust also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

To date, the steps that the Trust has begun taking to promote gender diversity in all areas of its workforce include the following:

- carrying out exit interviews and recording the proportions of men and women leaving the Trust and their reasons for leaving;
- monitoring the proportions of men and women applying for jobs and being recruited;
- monitoring the number of men and women in each role and pay band;
- monitoring the requests for flexible working arrangements by gender and the level of employees working flexibly where the role permits, within the Trust;
- monitoring the proportions of men and women applying for and obtaining promotions;
- monitoring the proportions of men and women who return to their original job after a period of maternity or other parental leave;

- monitoring the number of men and women still working a year after they took a period of maternity or other parental leave.

The Trust has invested in strengthening its recruitment procedures in line with its updated Recruitment and Selection Policy and Procedure. It will ensure that job adverts contain gender neutral language and candidates will continue to be evaluated by objective, structure scoring systems and skill-based tests by a gender balanced selection panel.

The Trust believes men and women are paid equally for doing equivalent roles or carrying out work of a similar nature across the Trust. The Trust uses pay scales based on the School Teachers' Pay and Conditions Document and pay scales set by the National Joint Council for Local Government Services and in line with the Local Authority's job evaluation and grading structure. Therefore, all employees are paid using the same grading system and are paid about the same as each other regardless of their gender.

The Trust will continue to invest in recruitment and retention by considering whether posts being advertised can be considered for flexible working arrangements in line with our Flexible Working Policy. It is clear in the Trust's policy that employees in all areas and levels of the Trust will be considered for flexible working, regardless of their role and level of seniority, and that flexible working need not be limited to part-time working.

The Trust has expanded on its CPD offer recently and encourages all staff to take up formal and on the job training opportunities through the Thirsty Scholar Partnership, the Apprenticeship Levy and other relevant courses such as NPQML, NPQH and those run by the Diocese of Shrewsbury. The Trust and ensure that there is fair access to developmental opportunities for all staff and to participate in mentoring programmes.

Supporting parents and carers

The Trust also operates several different working patterns, as allowed by the roles employees carry out. The vast majority of employees work term time only which allows for individuals to care for children during school holiday periods. The Trust also allows several categories of support staff to enjoy annualised hour contracts, thus allowing them to condense their 'all year-round contracts' to work the majority of their hours during the school term time in order to be absent during the school holiday periods.

None of these initiatives will, of itself, remove the gender pay gap, and it may be several years before some have any impact at all. In the meantime, the Trust is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress it is making.

The Trust has plans to extend its evidence-gathering to include qualitative data. It will do this through a consultation exercise across all areas and levels of the multi academy to identify the barriers (and the drivers) for women employees.

While data transparency can be a proven driver of behavioural change, the Trust will not compromise its integrity by entering into unethical incentives with the sole intention of lowering the pay gap, such as outsourcing auxiliary and support roles. The Trust is instead hopeful that by offering this narrative, it goes some way to explaining why there is a gender pay gap amongst our employees in the education sector.