



GENDER PAY GAP REPORT

20th March 2025

Data for 01/04/23 -31/03/24

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We have carried out the required calculations to show the difference between the average earnings of men and women in the Wessex Multi Academy Trust based on salary payments for March 2023.

The results are aimed to help us to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded.

The challenge across Great Britain is to reduce any gender pay gap as much as possible.

Our current data produces the following results, from an overall workforce of 78% women:

- Women's hourly rate is 22.83% lower (mean) (2023 – 25.74%) and 45.49% lower (median) (2023 – 47.51%)
- The top salary quartile has 36.64% men (2023 – 35.94%) and 63.36% women (2023 - 64.06%), there has been a 1% shift in favour of men.
- The upper middle salary quartile has 23.71% men (2023 – 18.89%) and 76.29% women (2023 – 81.11%) there has been a 5% shift in favour of men.
- The lower middle salary quartile has 11.21% men (2023 – 14.75%) and 88.79% women (2023 – 85.25%), the women on this pay band have increased by 3.5%, while there has been a decrease of 3.5% of men on this pay band.
- The lower salary quartile has 14.72% men (2023 – 11.16%) and 85.28% women (2023 – 88.84%), the men on this pay band have increased by 3.6% and a decrease of 3.6% of women.
- We do not give bonus pay

We continue to be successful in promoting qualified women to some of the highest paid opportunities in the Trust but have not yet been able to challenge the applicant imbalance when term-time only, part-time roles are advertised. These posts continue to be more attractive to women than men. Our belief is that this is influenced by mothers wishing to or being required to be available to their children during school holidays. In support staff roles, women, in our context, appear to be more willing to take the pay sacrifice of being paid for contracts that are less than 52 weeks a year, to be in caring, school environments.

The lower middle salary quartile is now populated by 26 men and 206 women with an hourly rate ranging from £22.65 per hour to £13.47 an hour. The number of women on this range has increased by 21.

The lower salary quartile is populated by 34 men and 206 women which is an increase of 10 men and 15 women into the band. This group has an hourly rate ranging from £13.26 to £12.26 (excepting Apprentice). These roles continue to be either classroom support, Teaching Assistant or Technician and administrative roles. The increase in minimum wage will continue to improve the pay rates of those on the lowest salary ranges.

Our existing Equality Objectives pledge the Trust to instigate initiatives to raise awareness, provide greater flexibility and actively promote professional development opportunities to encourage more women into leadership roles. Wessex Teach have previously run very successful Women Leadership programmes, which have had a broad base of attendance but was, by its nature, to empower those on middle pay quartiles to aspire to and achieve higher paid roles. Further programmes are planned. It was not able to tackle the lower pay rates in the bulk of support staff roles, or the contribution of men to non-professional roles. However, in raising awareness of external factors that can often negatively influence a woman's ability to build a successful career we hope to create a ripple effect of positive impact to counter this. We want to continue to encourage challenge of stereotyping where it exists and inspire mind-sets for achievement, including by changing attitudes and creating an appetite for further training and on-the job experiences that widen outlooks. As the Multi-Academy Trust grows it is important to us to have Local Governing Bodies on board with this agenda.

Policies and systems within the Multi-Academy Trust (MAT) will be formulated with a view to maximising the opportunities available everyone. We fully support shared parental leave and policies that allow for flexible working where it can be accommodated within the needs of the Trust.

We are confident that men and women are paid equally for doing equivalent jobs across the Trust.

Signed:

A handwritten signature in black ink, appearing to be 'M Foley', written over a horizontal line.

M Foley, Chief Executive Officer

20th March 2025