



Wolds Learning Partnership

Gender Pay Gap Report 2020

Published April 2021

Gender Pay Gap Report 2020 - Calculations

All employers are required to report and publish their gender pay gap information each year, where they have a headcount of 250 or more staff on their snapshot date.

Wolds Learning Partnership falls into this category as at 31st March 2020 (snapshot date).

At this time the MAT comprised of 4 schools:

- Melbourne Primary School
- Pocklington Junior School
- Stamford Bridge Primary School
- Woldgate School & Sixth Form

Due to the impact of COVID 19, reporting must take place by 5th October 2021.

Wolds Learning Partnership – Gender Pay Gap Report				
Snapshot date	31 st March 2020			
No. of Employees	250 to 499			
	Difference in mean and median hourly rate of pay			
	Difference in the mean hourly rate		Difference in the median hourly rate	
Pay gap % difference male to female	28.6 %		53.2%	
	Proportion of women in each pay quartile			
	Quartile 1 Lower hourly paid quarter	Quartile 2 Lower middle hourly paid quarter	Quartile 3 Upper middle hourly paid quarter	Quartile 4 Upper hourly paid quarter
Females Employees (% of females to all employees in each quartile)	85.5 %	92.6 %	80.9 %	63.2 %
Males Employees (% of females to all employees in each quartile)	14.5%	7.4%	19.1%	36.8%
Proportion of male and female employees who were paid bonus pay				
Female employees (% paid a bonus compared to all female employees)	N/A – no bonus payments were made			
Male employees (% paid a bonus compared to all male employees)	N/A – no bonus payments were made			

Gender Pay Gap Report 2020 – Context of Workforce

Composition of Workforce:

The vast majority of the Trust's workforce are females – with our workforce being made up of 80.6% female employees and 19.4% male employees. This gender imbalance in the workforce is mirrored nationally across schools. Across the Trust we have a diverse range of roles and salary scales.

The workforce is made up of two key groups of staff:

- **Teachers** – paid in line with School Teachers Pay & Conditions. Rates of pay tend to be higher with scope for pay progression linked to PM.
- **Support Staff** – paid in line with NJC for Local Government Conditions. Rates tend to be lower with no provision for pay progression.

	Teachers			Support Staff		
	Headcount	% of teacher workforce	% of total workforce	Headcount	% of support staff workforce	% of total workforce
Female	79	71.2%	28.9%	141	87%	51.6%
Male	32	28.8%	11.7%	21	13%	7.7%
Total	111	N/A	40.7%	162	N/A	59.3%

Support staff account for 60% of our workforce, providing the critical support functions including cleaning, catering, midday supervision, administration & learning support. These roles are predominately part time, and term time only and attract predominately female applicants. Within our support staff across the Trust there is a higher proportion of females – 87% of our support staff are female, and only 13% are male. Within our teaching staff, again the majority are female at 72%. The majority of male employees across the Trust are in teaching roles, where the higher salary rates impact on both the mean and median difference in pay. This workforce structure, which is common across education, impacts on the gender pay gap.

The overall gender pay gap is skewed by the high proportion of female employees in support staff roles. If we split the teaching and support staff, there is a 11.7% mean pay gap and -4.06% (females higher median than males) median pay gap for support staff. For teachers this is a mean pay gap of 13.3% and a median pay gap of 12.2%. By considering the pay gap based on the two staff groups gives a more reflective view of the gender pay gap across the Trust.

Gender Pay Gap Report 2020 – Ongoing Actions

The policies and practices within our Trust ensure equality and diversity. Any recruitment and promotion processes, are equality impact assessed, and are based on performance and suitability for the role. All applications are considered without gender bias. We will continue to monitor and look for opportunities to reduce the gender pay gap.

Supporting statement:

I can confirm that the information published here is accurate.

A handwritten signature in black ink, appearing to read 'Jonathan Britton', written in a cursive style.

Jonathan Britton

CEO – Wolds Learning Partnership

28th April 2021