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Wolds Learning Partnership

Gender Pay Gap Report 2021

Published March 2022

Gender Pay Gap Report 2021 - 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 2021 (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

Wolds Learning Partnership – Gender Pay Gap Report				
Snapshot date	31 st March 2021			
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	33.5%		58.4%	
	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)	87.1%	94.2 %	84.3%	62.3 %
Males Employees (% of females to all employees in each quartile)	12.9%	5.8%	15.7%	37.7%
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 2021 – Context of Workforce

Composition of Workforce:

The vast majority of the Trust’s workforce are females – with our workforce being made up of 82% female employees and 18% 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	82	71.9%	29.5%	146	89.0%	52.56%
Male	32	28.1%	11.5%	18	11.0%	6.5%
Total	114	N/A	41.0%	164	N/A	59.0%

Support staff account for just under 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 – 89% of our support staff are female, and only 11% are male. Within our teaching staff, again the majority are female at 71.9%. 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 10.1% mean pay gap and 0% median pay gap for support staff (both males and females have the same median hourly rate). For teachers this is a mean pay gap of 18.5% and a median pay gap of 10.6%. 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 2021 – 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.



Jonathan Britton

CEO – Wolds Learning Partnership

10th March 2022