

Gender Pay Gap Report, 2023/2024

In accordance with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, the West Norfolk Academies Trust is regarded as a 'relevant employer' due to having over 250 employees and is therefore required to publish figures relating to its gender pay gap. The Regulations require relevant employers to publish the following figures on an annual basis using a snap shot date of 31st March:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

1. Mean gender pay gap in hourly rate from 31st March 2023

Male mean hourly rate	£21.41
Female mean hourly rate	£17.36
Difference in the mean hourly rate	18.90%

Mean hourly rates are calculated by adding up the hourly rates of all employees and dividing by the number of employees. This is completed for male and female employees and the difference equates to the gender pay gap.

2. Median gender pay gap in hourly rate

Male median hourly rate	£15.94
Female median hourly rate	£12.39
Difference in the median hourly rate	22.30%

Median hourly rates are calculated by arranging the hourly rates of all employees from highest to lowest and identifying the middle point hourly rate.

This is completed for male and female employees and the difference equates to the gender pay gap.

3. Bonus payments

No bonus payments were paid during the period 1 April 2023 and 31 March 2024 and so no data is provided in relation to this.

4. Proportion of males and females in each pay quartile

	Male %	Female %
Lower quartile	23.5	76.5
Lower middle quartile	18.27	81.73
Upper middle quartile	17.55	82.45
Upper quartile	33.66	66.34

Quartiles are calculated by arranging the hourly rates of all employees from highest to lowest and dividing the number of employees into four equal groups.

Each quartile is then split into male and female employees to identify the proportion in each group.

5. Supporting narrative

The West Norfolk Academies Trust workforce demographic is overwhelmingly female. At the snapshot date of 31st March 2024, the Trust employed 862 staff. Of these employees, 200 (23.20%) are male and 662 (76.80%) are female.

There is a higher proportion of female employees in every quartile of the workforce. However, there is less difference between the number of males and females within the upper quartile. This is shown in the table in section 4.

This is largely because there are fewer males employed in a large number of support staff roles in our schools, for example teaching assistants, cleaning staff, Catering and administration. These roles almost all fall within the lower two quartiles of the salary data. The majority of these roles are part-time, often giving flexibility to work within school hours and term-times.

Nationally the majority of part-time workers are female, and it is suggested that the Trust mirrors this trend (House of Commons Library, 2023). The Trust also employs proportionally more females than males in teaching roles which almost all fall within the upper two quartiles of the salary data. However, when looking at Leadership posts, which all fall within the upper quartile, there is a more even ratio between male and female employees, although the difference is still significant.

To break this down further, the mean pay gap for each quartile is shown below:

	Mean male hourly rate	Mean female hourly rate	% pay gap
Lower quartile	£11.62	£11.45	1.46%
Lower middle quartile	£12.20	£12.26	-0.49%
Upper middle quartile	£18.06	£16.87	6.58%
Upper quartile	£34.76	£30.53	12.17%

This data identifies that the most significant gender pay gap falls within the upper quartile of the workforce, which contains mostly teaching and senior management roles. We have more women in higher paid senior roles than we have ever had, but there is still a pay gap as most female leadership roles are relatively recent appointments at the lower end of their salary ranges whereas the male senior roles tend to be at the top of their ranges as they are longstanding positions.

As a Trust, we firmly uphold the principle of opportunity and progression being equally available to all employees, irrespective of gender. The median pay gap continues to increase as we have increased the number of employees in the lower quartile, mainly catering and cleaning roles which are predominantly female.

We are committed to reducing the gender pay gap and will continue to monitor pay progression closely as well as reviewing other potential ways of supporting this, such as flexible working benefits.

(Reference: Buchanan, I. Devine, B. Pratt, A., (House of Commons Library, 2023) Women and the Economy, UK: 2023, [pdf], Briefing Paper Number 6838, 3 March 2023. [<https://researchbriefings/Women and the UK Economy/6838.pdf>])