

Gender Pay Gap Narrative

Introduction

A gender pay gap is a difference between the average (mean) pay of all male and female workers across all jobs in the organisation.

A gender pay gap does not mean that men and women are paid different rates for the same work, which is illegal, it means that on average, there are more women in lower paid jobs and more men in higher paid jobs.

WISE Academies supports the principles of equal pay for work of equal value.

In 2017, the Government introduced a new duty for organisations to report their Gender Pay Gap. The government guidance can be found at <https://gender-pay-gap.service.gov.uk/>

Gender Pay Gap Information for WISE Academies

Mean Gender Pay Gap Information

The following data relates to a snapshot data taken in March 2019 and March 2020, for the Gender Pay Gap Report, on our website in 2021.

In 2019, the WISE Academies Mean Gender Pay Gap was -0.33% and in 2020 it was 2.91%. This is the difference between the average pay of all men, and the average pay of all women in the organisation.

It should be noted that in September 2018, a large number of schools were TUPE transferred into the organisation.

In 2019 the mean Workforce Gender Pay Gap for the UK was 16.2% and therefore the WISE Academies Gender Pay Gap for both years is much better than the UK workforce.

Median Gender Pay Gap Information

The median gender pay gap works by standing all men and all women in two imaginary lines in order of pay, and then comparing the rate of the middle man and women in each line.

In 2019, our median gender pay gap was 15.44% and in 2020 is was 8.3%. These figures represent the fact that there are some part time roles at the lower end of the pay structure (such as cleaning and lunchtime care assistants) which are predominantly filled by women. UK. The average for the UK was 17.3%, and therefore WISE Academies Pay Gap is significantly better than the average.

Bonuses

WISE Academies does not pay bonuses and therefore this data is not relevant to the Gender Pay Gap information.