**GENDER PAY GAP REPORT**

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

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation but does not involve publishing individual employee data.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations are:

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| **Snapshot date: 31st March 2022** |

**Difference in mean and median hourly rate of pay**

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| --- | --- | --- |
|  | **Difference in the mean hourly pay** | **Difference in the median hourly pay** |
| Pay gap. % difference male to female | 7.7 | 9.4 |

**Difference in mean and median bonus pay**

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| --- | --- | --- |
|  | **Difference in the mean hourly pay** | **Difference in the median hourly pay** |
| Pay gap. % difference male to female | Nil | Nil |

**Proportion of male and female employees who were paid bonus pay**

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| --- | --- |
|  | **Proportion receiving a bonus** |
| Male employees  (% paid a bonus compared to all male employees) | Nil |
| Female employees  (% paid a bonus compared to all female employees) | Nil |

**Proportion of male and female employees according to quartile pay bands**

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| --- | --- | --- | --- | --- |
|  | **Quartile 1. Lower** | **Quartile 2. Lower middle** | **Quartile 3. Upper middle** | **Quartile 4. Upper** |
| Male (% males to all employees in each quartile) | 12.3 | 12.2 | 9.5 | 4.1 |
| Female (% females to all employees in each quartile) | 87.7 | 87.8 | 90.5 | 95.9 |

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| **Supporting statement** |
| I confirm that the information published here has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for WISE Academies.  Signature: Name: Zoe Carr (OBE)  Position: Chief Executive Officer Date: |

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| **Supporting narrative** |
| WISE Academies is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development.  We are confident the Trust’s gender pay gap is not a pay issue, as our approach to pay is gender neutral and we have in place job evaluation structures to ensure there is pay parity across the trust.  WISE Academies adopt pay scales based on the School Teachers Pay and Conditions Document and for support staff we use pay scales set by the NJC pay scales. Both teaching and support staff posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.  The gender pay gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up. The majority of workforce is predominantly female therefore; the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected.  The % difference in the mean annual pay has reduced in the last 12 months from 12.12% to 7.7%.  The % difference in the median pay is higher at 9.4% from 9.29%. |