



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:

Snapshot date: 31st March 2023

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	13.81	10.86

Difference in mean and median bonus pay

	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

	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

	Quartile 1. Upper	Quartile 2. Upper middle	Quartile 3. Lower middle	Quartile 4. Lower
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Male (% males to all employees in each quartile)	13.79	14.79	8.70	3.27
Female (% females to all employees in each quartile)	86.21	85.21	91.30	96.73

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: 1 March 2024

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 the 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 increased in the last 12 months from 7.7% to 13.81%.

The % difference in the median pay is narrower at 10.86% from 9.29%.

As a Trust we have seen a % decline of 4% in the number of male employees which will have impacted on the mean differential. During this period there have also been differences in the National Pay award % for staff on the Burgundy Book pay and conditions (6.5%) to those on the Green Book pay and conditions of (£1,950 set rate or 3.8% of SCP43). 55% of our male employees at this point in time were employed under the Burgundy book pay and conditions.

In Summary WISE Academies is committed to having a positive impact on gender pay inequality and to do this we:

- Ensure all adverts are gender neutral at all levels
- Ensure all policies are gender neutral
- Adhere to national pay scales at all levels
- Have removed performance related pay to eliminate unconscious gender bias