



**WISE**  
**ACADEMIES**

We Inspire Success and Excellence

## 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 2024**

### 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	9.36	9.67

### 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
Male (% males to all employees in each quartile)	10.97	11.76	9.09	4.55
Female (% females to all employees in each quartile)	89.03	88.24	90.91	95.45

### 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 and that the information provided in this report is accurate and in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signature:



Name: Zoe Carr (OBE)

Position: Chief Executive Officer

Date: 24/03/25

### Supporting narrative

#### Introduction

WISE academies is a Primary Education Trust with 16 academies across 5 local authorities in the North East of England. The Trust has a workforce split of 91% females and 9 % males and is governed by national pay negotiations for teachers and school support staff.

This report presents the WISE Academies gender pay gap data for 2024, providing a comparison with previous years and outlining the Trust's commitment to addressing pay disparities. The gender pay gap is calculated as the difference between the average (mean) and median hourly earnings of men and women across the organisation.

#### Key Findings

- **Mean Gender Pay Gap:** The mean gender pay gap for [Year] is **9.36%**. This represents a reduction from **13.81%** in [Previous Year].
- **Median Gender Pay Gap:** The median gender pay gap for [Year] is **9.67%**. This represents an increase from **9.29%** in [Previous Year].
- **Comparison to National Data:** The mean gender pay gap, while reduced from the previous year, remains above the national median gender pay gap of **7.7%** reported in 2022.

#### Summary:

The quartile data confirms a significant over-representation of women across all pay quartiles within the Trust. This is consistent with the national trend in primary education, where the

workforce is predominantly female. Notably, the lowest quartile has the highest concentration of women (95.45%). This suggests that women are disproportionately represented in lower-paying roles within the Trust. These roles include catering and cleaning staff.

It is important to note that pay within primary education is largely governed by national pay negotiating bodies, which limits the Trust's direct influence on base salaries.

In a positive step towards addressing this, the Trust has recently introduced career pathways designed to support staff in progressing their careers and advancing within roles across the Trust. This initiative aims to provide clearer routes for development and promotion, which should help to address the observed disparity.

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
- Promote professional growth at all levels within the Trust
- Promote our career pathways
- Ensure all policies are gender neutral
- Adhere to national pay scales at all levels
- Embrace flexible working
- The Trust have removed performance related pay for main scale teachers to eliminate unconscious gender bias

**Conclusion:**

WISE Academies is committed to implementing the outlined action plan to achieve a more equitable and inclusive workplace.