



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 2025

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	14.48	16.24

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)	35.77	16.91	13.00	11.71
Female (% females to all employees in each quartile)	32.26	17.64	12.88	12.34

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: *Zoe Carr* 20/03/26

Supporting narrative and Action plan

During the period The Trust grew by 122 employees, 94% of whom were female. A significant portion of this growth occurred in the lower pay quartiles (Lower Middle and Lower). The 3 new schools brought in a high volume of support staff (teaching assistants, cleaning, and catering) which are traditionally female-dominated and lower-paid, thus pulling down the overall female average.

In the bottom 50% of the pay scale, the percentage of female staff rose from 93.1% to 95.6%. Conversely, in the top 50%, the proportion of males increased from 11.4% to 12.7%. This "occupational segregation" where men are concentrated in the top half and women in the bottom half is the primary driver of the 14.48% mean gap.

It is important to note that whilst the gender pay gap has increased for WISE Academies this is still below the national average for the primary school sector which predominantly has a female workforce. The national gender pay gaps are Mean 20.3% and Median 29.6%

Action Plan

Recruitment & Representation

- **Balanced Shortlisting:** Maintain our policy to ensure balanced shortlisting for senior leadership (Quartile 1) roles.
- **Gender-Neutral Branding:** Review recruitment materials for support roles (traditionally 95%+ female) to attract more male applicants, aiming to balance the gender split in the lower quartiles.

- **Apprenticeship Strategy:** Use the Apprenticeship Levy to create entry-level pathways into higher-paid technical or leadership roles, this will impact female employees from the lower quartiles.

3. Career Progression & Retention

- **"Step-Up" Programs:** Our current Aspiring leadership development program has a 90% female cohort that sit in the Middle Quartiles to support their transition into Senior Leadership (Quartile 1).
- **Flexible Working for Leadership:** To retain female talent in senior roles, continue to support flexible and hybrid working options for Headships and Trust-wide leadership roles, reducing the "parenthood penalty."
- **Mentorship:** Establish a Trust-wide mentoring scheme where senior female leaders mentor high-potential staff in lower-middle roles.

4. Monitoring & Accountability

- **Annual Review:** Present the GPG progress to the Board of Trustees annually.