



GENDER PAY GAP REPORTING: 31ST MARCH 2022

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, West Lakes Multi Academy Trust is required to measure and report on the gender pay gap in our organisation.

At the time of reporting, West Lakes Multi Academy Trust had five academies.

West Lakes Multi Academy Trust employs all staff, including a Head Office function, which supports areas such as Finance, HR, Payroll, Estate Management, School Improvement and Governance.

Under the regulations, there is a requirement to report on the following six measures:

- mean gender pay gap in hourly pay;
- median gender pay gap in hourly pay;
- mean bonus gender pay gap (if relevant);
- median bonus gender pay gap (if relevant);
- proportion of males and females receiving a bonus payment (if relevant); and
- proportion of males and females in each pay quartile.

The following gender pay gap report for West Lakes Multi-Academy Trust is based on the snapshot date of 31st March 2022.

Employee overview

Our gender pay gap information is based on the total number of male and female full-pay employees in the Trust. This is as follows:

Gender	Total number of full-pay employees
Male	49
Female	254
Total	303

Mean and median information

The table below shows the difference in hourly and bonus pay between our male and female full-pay employees.

	Mean gender pay gap in hourly pay (+/-)	Mean gender pay gap in hourly pay %	Median gender pay gap in hourly pay (+/-)	Median gender pay gap in hourly pay %
Difference in pay between male and female full pay relevant employees	-£4.76	23.52%	- £5.85	31.74%

Proportion of employees receiving bonuses

No male or female employees received a bonus.

Quartile information

The table below shows the number of male and female employees in each quartile pay band, alongside the percentage of male and female employees comprising each quartile.

		Number of employees in each quartile pay band	Proportion of employees in each quartile pay band
Upper quartile	Male	21	28.00%
	Female	54	72.00%
Upper middle quartile	Male	12	15.79%
	Female	64	84.21%
Lower middle quartile	Male	9	11.84%
	Female	67	88.16%
Lower quartile	Male	7	9.21%
	Female	69	90.79%

Why does our trust have a gender pay gap?

West Lakes Multi Academy Trust operates as an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation) regarding recruitment, performance management and employee career development opportunities. We have written policies in place to ensure pay and promotion opportunities are

fairly distributed based on robust and evidenced skills and experience to undertake the required role irrelevant of their gender.

The trust uses pay scales for all teaching staff that align to the nationally agreed School Teachers' Pay and Conditions document, which is reviewed on an annual basis. For non-teaching support staff, we use the pay scales set by the NJC (National Joint Council for Local Government Services) and local variations for grades. Our staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning earnings are based on performance outcomes, irrespective of their gender.

As a Trust, 71.6% of our employees are support staff and 88.9% of these staff are female. The overall gender pay gap figure for the trust therefore largely reflects the composition of our workforce, as opposed to pay inequalities.

How is our trust working to reduce the gender pay gap?

Our objectives to eradicating our gender pay gap are:

- Continuously updating our guidance and policies to help line-managers ensure those returning from maternity/adoption leave feel supported and welcomed;
- Taking targeted action as part of the annual pay increase and the creation of new roles through the job evaluation process to ensure pay differences in grades are reduced where possible;
- Continuing to anonymise the application process to reduce unconscious bias; and
- Ensuring that gender equality is a central point in the creation of our Equality Policies.