

**ROYAL
WOOTTON
BASSETT**
ACADEMY TRUST

Gender Pay Report March 2019

Royal Wootton Bassett Academy Trust

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The Royal Wootton Bassett Academy Trust (RWBAT) is built around 'Excellence.' Together the Schools will strengthen each other, share good practice and build capacity for the future.

Within the Trust we strive to maximise the potential of each person within our community and are absolutely committed to continuous improvement.

We welcome the gender pay reporting legislation and hope that we can ensure equality for all and address the gender gap in our schools.

Background

From 2017 all employers of more than 250 people have a responsibility to report on the gender Pay gap and make this information publicly available both on our website and submitted to the gender Pay site.

Royal Wootton Bassett Academy Trust believes it is important to be an inclusive and diverse organisation and as part of its values it strives to ensure all reach their full potential.

The gender pay gap shows the difference in average earnings between men and women based on hourly rate and is expressed as a percentage.

As an employer we must publish six calculations showing our:

1. average gender pay gap as a mean average
2. average gender pay gap as a median average
3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.



Our Gender Pay Results

Pay Gap

The **mean pay** for men at the RWBAT is 17.9% this means women are paid 17.9% lower than men.

The **median pay** difference is 28.21%.

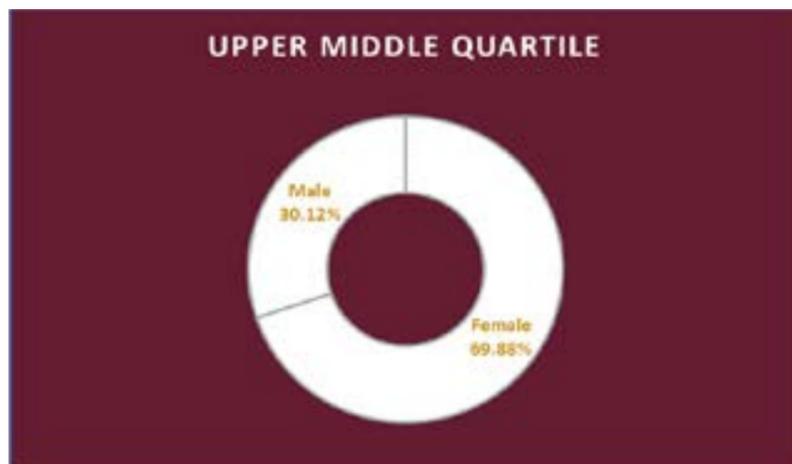
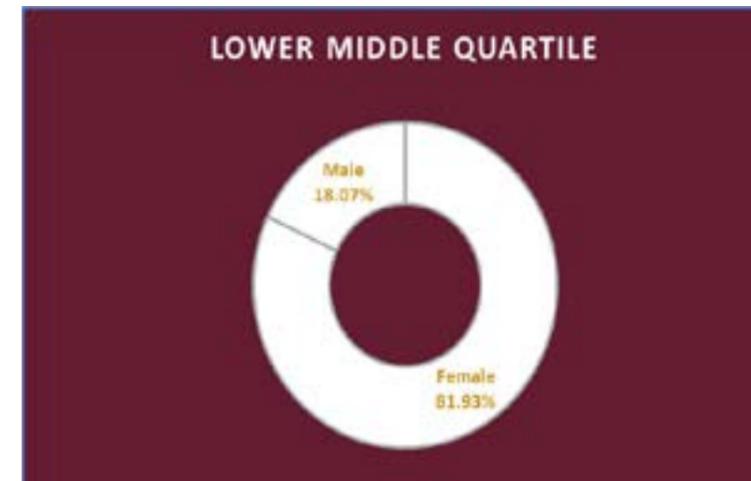
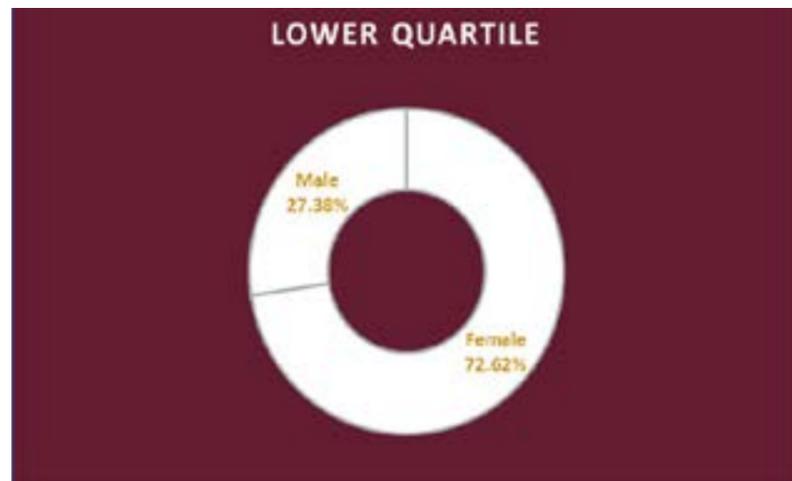
Bonus Pay Gap

No members of staff were paid a bonus so the difference on both mean and median pay is 0%.

The mean pay gap is the difference in average pay for women compared to men. The median represents the middle point of those employed at the Trust, based on the middle of all women and the middle of all men at the Trust.

Female representation in the RWBAT

We have divided our proportion of males and females into four groups ordered from lowest to highest pay. As this shows we are a female dominated employer. However, we recognise that there are areas for development as the Upper Middle and Upper Quartile show more men have more senior roles.



How does our gender pay compare?

Nationally the Gender Pay Gap is 17.9% which is identical to our Mean results. As with National results our results could be driven by more women working in part time jobs which are paid lower by average hourly rate.

What we do now

The majority of staff in the lower quartile are female and the workforce is predominantly female therefore the gap between the average hourly rate of pay and the average male hourly rate of pay will be affected.

We promote flexible working and all employees, including senior colleagues can take advantage of this.

We have excellent CPD opportunities and all staff have the opportunity to attend Olevi courses.

Our pay scales are in accordance with the Teachers Pay and Conditions and NJC for support staff and staff move through the pay scales through robust performance management processes irrespective of gender.

Plans for Improvement

We are committed to addressing the gender pay gap and will be approaching this in a number of ways including reviewing recruitment processes; flexible working arrangements; and decisions around our annual performance, pay scales and pay awards.

What can we do?

- Encourage more women into CPD leadership training
- Ensure diversity in selection panels
- Self assessment – women are more likely to be conservative when going through performance related pay, ensure managers can get the best out of staff and encourage more women to apply for Threshold/additional responsibility
- Encourage, where appropriate, flexible working practices

I confirm that the above information which has been prepared from our snapshot date of 31st March 2018 is correct.

George Croxford

CEO

11.03.19

