



Gender Pay Gap Statement 2019

Introduction

This statement has been published in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. It sets out the required information about our gender pay gap as it stood at 31 March 2019.

Gender Pay Gap Information

GENDER PAY GAP INFORMATION 2019				
Hourly rates of pay				
Mean hourly rate of pay: percentage difference between male/female employees	22.8%			
Median hourly rate of pay: percentage difference between male/female employees	36.3%			
Bonus pay				
Mean bonus pay: percentage difference between male/female employees	n/a			
Median bonus pay: percentage difference between male/female employees	n/a			
Percentage of employees paid bonus pay	Male:	n/a	Female:	n/a
Proportions of male and female employees				
Quartile	Male		Female	
Lower Quartile	11.6%		88.4%	
Lower Middle Quartile	14%		86%	
Upper Middle Quartile	23.3%		76.7%	
Upper Quartile	32.6%		67.4%	

Statement

While the pay gap appears significant, these figures need to be understood in the context of the employee demographics. Female employees make up 80% of the workforce overall, and there is a substantial gender skew in lower salaried support staff roles which are historically predominantly occupied by females, such as lunchtime supervisors, cleaners, catering staff and teaching assistants. Occupational pay differences therefore significantly impact on this data.

The Wade Deacon Trust is committed to the promotion of equal opportunity and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development. All our 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. Teaching staff are paid in line with the School Teachers Pay and Conditions Document. Support staff are paid using the National Joint Council for Local Government Services pay scale. Staff progress through their grade based on transparent criteria, irrespective of gender.

No bonuses were paid to any staff within the Trust.



Brian Fisher
Principal HR Officer
5th March 2020