

## Gender Pay Gap – NWBA/SWBA previously COWAT, City of Wolverhampton Academy Trust

Published March 2018

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, we are required to measure and report on the gender pay gap in the organisation. The data capture date is 31st March 2017.

At the point of data capture COWAT had two academies educating pupils in schools in North and South Wolverhampton, with 266 relevant employees.

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

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

### Trust data

#### ■ All employees

	% split	Mean pay gap	Median pay gap	Upper quartile	Upper-middle quartile	Lower-middle quartile	Lower quartile
Female	67%	13.87% lower	16.54% lower	57.2%	65.1%	71.0%	72.6%
Male	33%			42.8%	34.9%	29.0%	27.4%

#### Bonus payments

N/A

#### ■ Leadership (total employed in sector)

	% split	Mean pay gap	Median pay gap
Female	50%	0.8% lower	0.3% higher
Male	50%		

#### ■ Teaching (total employed in sector)

	% split	Mean pay gap	Median pay gap
Female	67.3%	7.1% lower	11.1% lower
Male	32.7%		

#### ■ Support staff (total employed in sector)

	% split	Mean pay gap	Median pay gap
Female	66.0%	9.5% lower	13.1% lower
Male	44.0%		

## Key findings

- Senior Leadership split is 50/50 male to female.
- 57.2% of staff in the Upper Quartile for pay are female.
- The pay gap in Leadership is only 0.8%.
- Support staff pay gap out performs national the sector average.

The overall published UK gender pay gap is 18.1%, according to the Office for National Statistics (ONS). For COWAT the gender pay gap is 13.87%. This is significantly below the national average and better than the national picture. However there remains more to do to reduce this further.

The gender pay gap can in part be explained by the fact that as a Trust, we positively encourage flexible working and have a high number of females working in part-time support roles. As a Trust, we employ 34% more women than men and support staff make up 51% of the workforce.

The academy adheres to national pay scales for teachers and support staff. We operate as an equal opportunities employer, and do 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. Pay scales for teachers and support staff are set nationally and not at a Trust or school-level.

The overall gender pay gap figure for the Trust therefore largely reflects the composition of our workforce, as opposed to pay inequalities.

## Trust actions

We are passionate about equality and inclusion and are committed to working to further reduce our gender pay gap.

The National Joint Council for Local Government Services (NJC) scales for support staff are currently under national consultation and, if the proposals are agreed we believe will have a significant impact on the lower pay points from 2019.

We will continue to positively recruit to all positions and ensure that our recruitment processes, pay and professional development policies are fair and transparent.

From September 2017, both COWAT academies became part of Ormiston Academies Trust and the next review will be completed by OAT.

The Trust will continue to monitor this data on an ongoing basis between now and the next reporting date. This data will serve as a baseline for the Trust and will be used to measure our progress and identify any trends and further actions required.

I can confirm that the information collated in the report has been drawn from our payroll providers and is an accurate reflection of the position relating to gender pay in our academies.

Melanie Wheeler – Head of Academy HR  
March 2018

Signed on behalf of the trustees of Ormiston Academies Trust



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