

Bath & Wells Multi Academy Trust Gender Pay Gap Report for 2017 - 2018

The Bath & Wells Multi Academy Trust is required by law to publish an annual gender pay gap report.

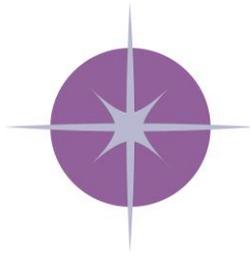
This is its report for the snapshot date of the 31 March 2017. The report summarises data on all individuals that meet the definition of an employee as that given in the Equality Act 2010. This is an extended definition, which includes: employees and some self-employed people who have to personally carry out the work they do.

The report is based on a Headcount of 825 employees and a total of 1,019 contracts held.

The total ratio of men to women in the organisation at the point of the snapshot data for the Bath & Wells Multi Academy Trust was 92.35% women and 7.65% men.

Mean and Median Gender Pay Gap for Hourly Rate and Bonuses

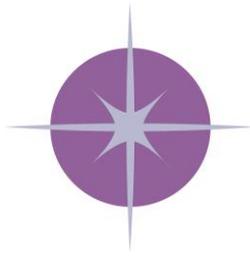
	BWMAT	National
Mean Gender Pay Gap	24.8%.	18.1%
Median Gender Pay Gap	36.6%.	23%
Mean Bonus Pay Gap	N/A	N/A
Median Bonus Gender Pay Gap	N/A	N/A
Proportion of Males receiving Bonus Payments	N/A	N/A
Proportion of Females receiving Bonus Payments	N/A	N/A



Proportion of Males and Females in each Pay Quartile

Pay Quartiles by Gender			
Band	Males	Females	Description
A Lower	5.10% 13 contracts	94.90% 242 contracts	Includes all employees whose standard hourly rate places them at or below the lower quartile
B Lower-Middle	4.30% 11 contracts	95.70% 244 contracts	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C Upper- Middle	7.80% 20 contracts	92.20% 235 contracts	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D Upper	13.40% 34 contracts	86.60% 220 contracts	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Context and Narrative of the Bath & Wells Multi Academy Trusts Gender Pay Gap

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

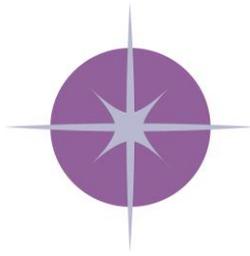
The Bath & Wells Multi Academy Trust is committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear Equal Opportunities Policy and evaluates job roles and pay grades as necessary to ensure fair structure and pay across the organisation. Pay scales are based on national models (although pay points allocated vary across some areas due to TUPE protections).

The Bath & Wells Multi Academy Trust is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the composition and distribution of the organisation and the roles in which men and women work and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely to fill more senior roles, while women are more likely to fill support roles. Nationally Women are also more likely to work part time.

Within the Bath & Wells Multi Academy Trust many support roles which attract a lower wage are part time, and part time working often attracts more woman than men. The majority of the Bath & Wells Multi Academy Trust's workforce are woman which is indicative of the education sector as a whole. Support roles are filled by a proportionately higher percentage of woman, whereas senior roles are proportionately filled by a higher percentage of men when compared to the overall composition of the organisation.

This can be seen above in the table depicting pay quartiles by gender. This shows The Bath & Wells Multi Academy Trust's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, the ratio of men to women in each Band would need to reflect the ratio of men to woman in the organisation, at the point of the snapshot data for the Bath & Wells Multi Academy Trust this would be 92.35% women and 7.65% men.



What is the Bath & Wells Multi Academy Trust doing to address its gender pay gap?

The Bath & Wells Multi Academy Trust is committed to doing all it can to reduce the gap. However also recognises that its scope to act is also limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices they make.

The Bath & Wells Multi Academy Trust is taking the following steps to promote gender diversity in all areas of its workforce:

- Identifying the proportions of men and women applying for jobs and being recruited.
- Identifying the proportions of men and women applying for and obtaining promotions.
- Identifying the proportions of men and women leaving the organisation and their reasons for leaving.
- Identifying the numbers of men and women in each role and pay band;
- Reviewing the Pay and Reward Policy.
- Implementation of middle and senior leadership development programmes which are equally accessible to all staff. Ensuring both male and female employees are equipped with leadership skills.
- Ensuring adverts and application processes promote males applying for support roles or woman applying for senior roles.
- Analyse split of males and females in job types to more closely identify inequitable balances.
- Promotion of parental and flexible working policies that are equally accessible to all.
- Enhanced shared parental leave entitlements that are equally accessible and promoted to all
- Recruitment and equality training, tackling issues such as unconscious bias
- Introducing an NQT scheme to promote and equally attract both make and female applicants

I, Philip Bowditch, Chief Executive Officer, confirm that the information in this statement is accurate.

Signed: *PT Bowditch*

Date: 27 March 2018