



## Bath & Wells Multi Academy Trust Gender Pay Gap Report for 2018 - 2019

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 2018. The report summarises data on all individuals that meet the definition of an employee given in the Equality Act 2010. This is an extended definition, which includes: employees and some self-employed people.

The report is based on a Headcount of 1,218 employees and a total of 1,510 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 90.66% women and 9.34% men.

### Mean and Median Gender Pay Gap for Hourly Rate and Bonuses

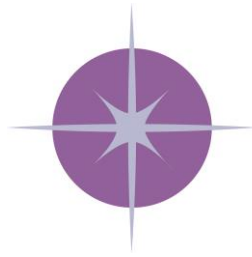
	BWMAT	National
Mean Gender Pay Gap	24.9%.	17.4%
Median Gender Pay Gap	41.6%.	18.4%
Mean Bonus Pay Gap	N/A	N/A
Median Bonus Gender Pay Gap	N/A	N/A
Proportion of Males receiving Bonus Payments	N/A	N/A
Proportion of Females receiving Bonus Payments	N/A	N/A



**Proportion of Males and Females in each Pay Quartile**

<b>Pay Quartiles by Gender</b>			
<b>Band</b>	<b>Males</b>	<b>Females</b>	<b>Description</b>
<b>A Lower</b>	6.40% 24 contracts	93.60% 351 contracts	Includes all employees whose standard hourly rate places them at or below the lower quartile
<b>B Lower-Middle</b>	4.50% 17 contracts	95.50% 361 contracts	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
<b>C Upper- Middle</b>	10.58% 40 contracts	89.42% 338 contracts	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
<b>D Upper</b>	15.83% 60 contracts	84.17% 319 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.

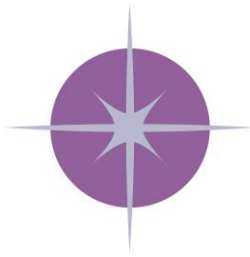
The Bath & Wells Multi Academy Trust is committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear Equal Opportunities 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 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 of the organisation, the roles in which men and women work and the salaries that these roles attract.

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 women than men. The majority of the Bath & Wells Multi Academy Trust's workforce are women which is indicative of the primary education sector as a whole. Across the organisation, support roles are filled by a proportionately higher percentage of women, whereas senior roles are proportionately filled by a higher percentage of men.

This can be seen on page 2 of this report, 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. Band A includes the lowest-paid 25% of employees (the lower quartile) and Band D covers 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 women in the organisation. At the point of the snapshot data for the Bath & Wells Multi Academy Trust this would be 90.66% women and 9.34% men.

In addition, this year's data is impacted by a 47% increase of headcount. 11 schools all with TUPE protections, joined the Trust in the current reporting year. This growth has seen the proportion of male employees in the Trust grow. Most of this growth is in the upper two bands as the headteachers of 7 of the 11 schools joining the Trust this year were male, which has further widened the gender pay gap averages.



BATH & WELLS  
Multi Academy Trust

'That they may have life, life in all its fullness' John 10:10

**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 staffing complement when Academies join the Trust.

The Bath & Wells Multi Academy Trust will continue to monitor gender pay gap and review succession plans to ensure equal access. The Trust will monitor and encourage more females to take up middle and senior leadership roles and males to take up support staff roles through promotion of parental and flexible working policies that are equally accessible to all. We will monitor the proportion of females taking up opportunities in our development programmes and encourage gender balanced engagement with middle and senior leadership development programmes.

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

Signed:

Date: 29 March 2019