

## **Gender Pay Gap Report 2021**

The Bishop Wheeler Catholic Academy Trust (BWCAT) is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women within our Trust, but this does not involve publishing individual colleagues' data.

In the period reported on the Trust was responsible for running one secondary school and ten primary schools within the Catholic Diocese of Leeds.

We are required to publish the results on our own website and to the government website <https://gender-pay-gap.service.gov.uk/Viewing/search-results>, where the results from other organisations can also be viewed.

This is the fifth year we have published this information. We are required to do so annually and we will be monitoring emerging trends across the workforce.

We can use these results to assess the levels of gender equality in the Trust, in relation to the pay balance of male and female employees at different levels.

Gender pay reporting requires us to make calculations based on colleagues' gender and their pay during March 2021. We have done this by using our existing payroll records. We have followed the approach to reporting set out in government guidance at:

<https://www.gov.uk/guidance/gender-pay-gap-reporting-data-you-must-gather> and <https://www.gov.uk/guidance/gender-pay-gap-reporting-what-employers-must-publish>.

Male and female staff at BWCAT are treated equally for doing equivalent jobs across the Trust on appointment and throughout their careers at BWCAT. We use nationally aligned pay scales based on the School Teachers' Pay & Conditions Document, and for support staff each academy follows the job evaluation / grading structure adopted in its local authority area, using the pay scales set by the NJC.

At the snapshot date of 31 March 2021, we employed 35 senior leaders across the 11 schools in roles including Executive Headteacher, Headteacher, Head of School made up of 7 males (20%) and 28 females (80%).

Females continue to be highly represented at Senior Leadership level across the schools and also within our Trust Shared Services team.

At the snapshot date the Trust had 149 teaching roles (not including Executive Headteachers, Headteachers, Heads of School) 121 females (81.2%) and 28 males (18.8%).

The Trust Shared Services team employed 12 females (70.6%) and 5 males (29.4%) at the snapshot date.

[www.bishopwheelercatholicacademytrust.org](http://www.bishopwheelercatholicacademytrust.org)

**The Bishop Wheeler Catholic Academy Trust** is a charity and a company limited by guarantee, registered in England and Wales

Company Number: 8399801

Registered Office: St. Mary's Menston, A Catholic Voluntary Academy, Bradford Road, Menston, LS29 6AE

Telephone Number: 01943 883000

Most of the lower paid roles are part-time / term time only. Whilst rates of pay do not change if a member of staff is part-time / term time only, this type of working may have attracted more female applicants than males historically. This means there are a large number of female part-time workers with fewer males occupying the lower paid roles such as teaching assistants, administrators and cleaners. We believe that the overall pay gap reflects workforce composition rather than gender pay inequality.

## Pay & bonus gap

BWCAT does not pay bonuses to its employees.

On the snapshot date (31 March 2021) there were 430 full-pay relevant employees, of which 364 (15.3%) were men and 66 (84.7%) were women.

## The women's hourly rate was:

20.3% lower (mean) than men	40.7% lower (median) than men
-----------------------------	-------------------------------

## Pay quartiles

We are required to break down the information into the following quartiles:

Quartile	Men	Women
Upper quartile	20.4%	79.6%
Upper middle quartile	16.8%	83.2%
Lower middle quartile	13.9%	86.1%
Lower quartile	10.3%	89.7%

## Next steps

BWCAT is committed to working to reduce the gender pay gap by continuing to look at flexible working practices to help retain and recruit employees. We will continue to promote job sharing, part-time working and flexible working hours wherever possible among our workforce. We continue to operate our family-friendly policies to support individuals who wish to combine family and / or caring responsibilities with working. Requests for flexible working are considered on the needs of the organisation and not on factors such as gender.

When recruiting we consider whether posts advertised can be considered for flexible working arrangements or job sharing. We will consider requests for career breaks / sabbaticals and encourage staff to make use of family friendly policies.

We will ensure that we use gender neutral language in our adverts and in the workplace to attract candidates who represent a broad spectrum within our workforce.

I can confirm that the above information has been prepared from our payroll data on the snap shot date and fairly represents the Gender Pay Gap information for the Bishop Wheeler Catholic Academy Trust.

Signed:



Position:

Chief Operating Officer