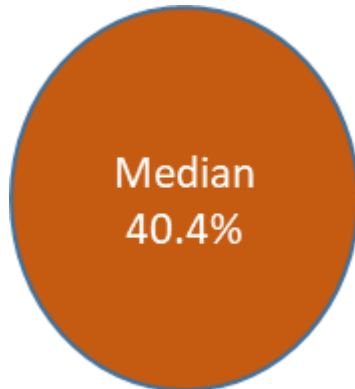
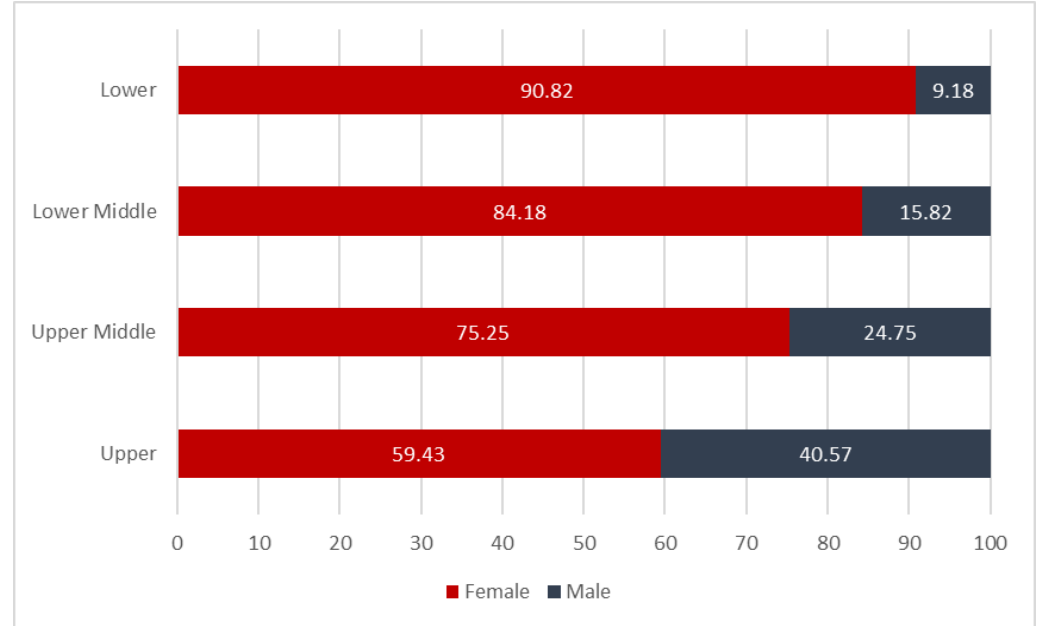
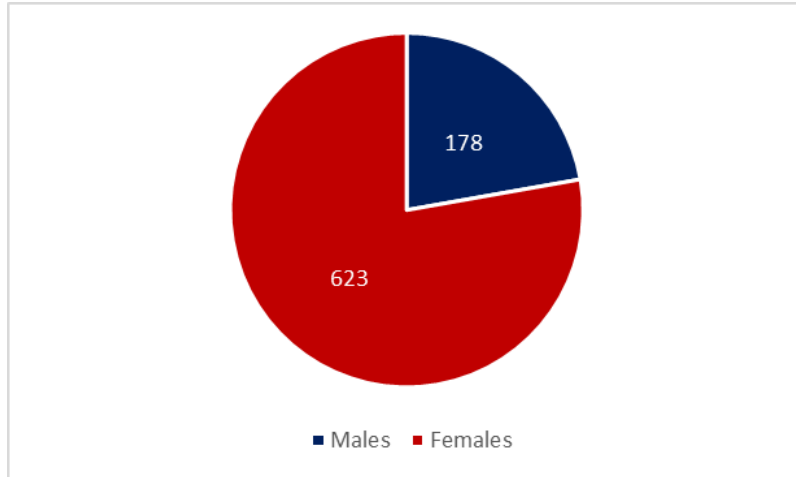


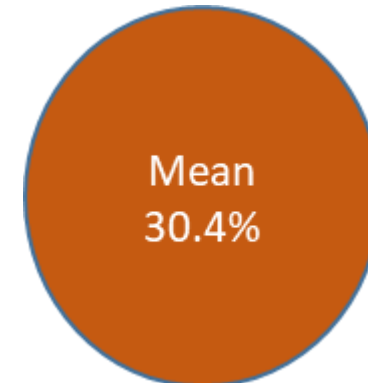
# Windsor Academy Trust

## Gender Pay Gap Report March 2022

We are committed to fairness and equal treatment of all staff irrespective of gender



Median pay for men is 40.4% higher than that of women



Mean pay for men is 30.4% higher than that of women

## **Gender pay gap at WAT**

WAT operates as an Equal Opportunities employer. We are confident that men and women are paid equally for doing equivalent roles across the WAT family. In determining pay for our employees, we have adopted national agreements for the pay of teachers and professional services staff, and have always ensured full compliance with equal pay. Underpinning all our actions, irrespective of gender, are transparent policies including Equality Policy; Recruitment and Selection Policy; Leave of absence policy; Flexible Working Policy and Shared Parental Leave Policy.

These policies set out our commitment to ensure fair and equal treatment for all and can be accessed on our website.

## **Factors influencing our gender pay gap**

While we employ more women than men, our gender pay gap is due to the higher proportion of men employed by WAT who are in the top pay quartile and the higher proportion of women in the lower pay quartile. This is a national picture, particularly in schools where some roles create a cultural gender split. For example, there are more female staff employed in professional services roles such as teaching assistants, midday supervisors and cleaners, and these roles mostly fall into the lower quartile.

This creates a gender pay gap when looking at mean and median for whole staffing figures, although not within grades. WAT can confirm there is no variation in pay between female and male staff who are undertaking the same role.

## **Taking Action**

WAT remains committed to gender equality in the workplace, and reducing the gender pay gap is an important part of this journey. WAT seeks to maximise opportunities and equal treatment for all employees, regardless of gender or any other characteristic, and so will continue to take action to improve our overall commitment to inclusion and equality across our organisation as follows:

## **Recruitment practice**

- WAT recruits its employees based on their skills and abilities rather than their demographic characteristics.
- WAT anonymises all recruitment forms when forwarding to recruitment panels and rigorously applies criteria to short listing.
- WAT uses a standard structured approach to all interviews for recruitment promotions. This means that we ask exactly the same questions of all candidates in a predetermined order and format and grade the responses using pre-specified, standardised criteria, thus making the responses comparable and reducing the impact of unconscious bias.
- Where appropriate, rather than relying only on interviews as the only method of selecting candidates, WAT asks candidates to perform tasks they would be expected to perform in the role they are applying for. This enables the panel to see all candidates in action rather than depending on candidates to promote their skills through an interview, which is recognised as a barrier for some women as they can be less likely to self-promote.

### **Pay Policy**

- WAT has a policy showing salary ranges that includes pay scales for all staff.
- WAT has an established Pay Committee that considers all performance related pay progression to ensure that there is transparency and fairness in pay and reward processes.

### **Professional Learning**

- All staff undertake mandatory training for equality and diversity.
- WAT will continue to monitor its gender pay gap and will continually review succession plans to ensure equal access.
- Bespoke WAT Makes a WAT Leader Leadership development is being implemented with senior leaders across the trust and other leadership development opportunities such as NPQs, Aspiring Middle Leaders, Educational Leadership Masters Degree apprenticeships and WAT Associate opportunities are available to staff across the trust.
- There is no quick and easy way to reduce a gender pay gap and subtle steps to level the playing field by ensuring opportunities are genuinely available to all is the best way without risk of singling out a particular gender. Equality workshops will be undertaken to gather feedback from staff about their experiences at WAT which will inform our Equality and Diversity Strategy.