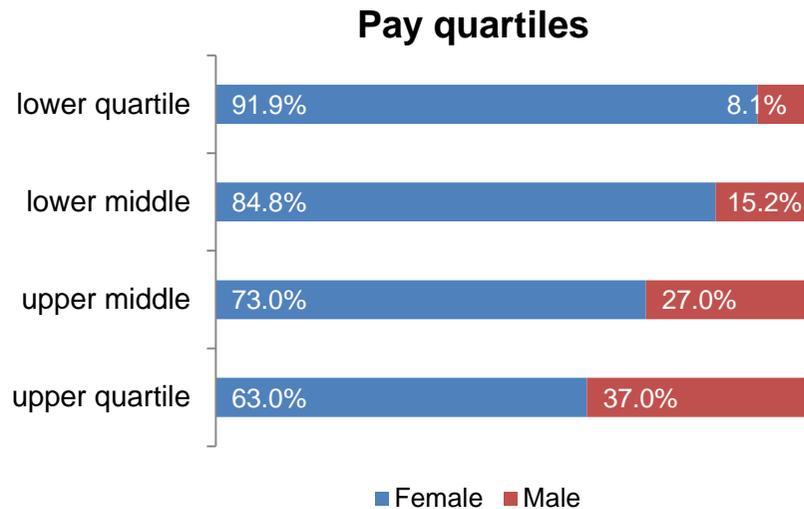
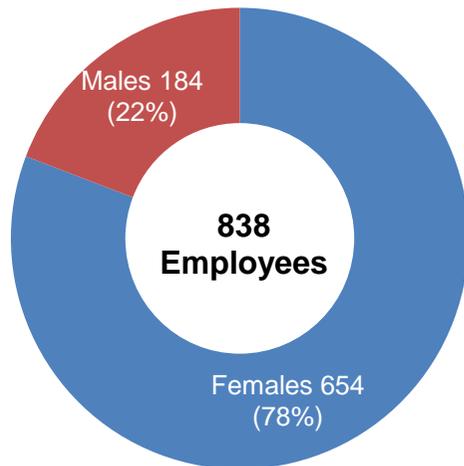


Windsor Academy Trust Gender Pay Gap Report 2019

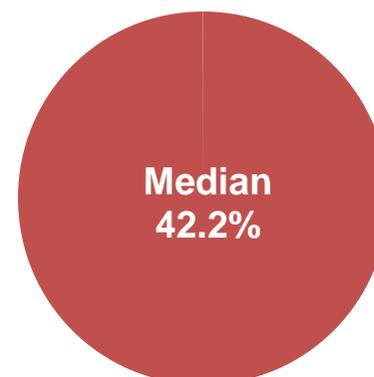
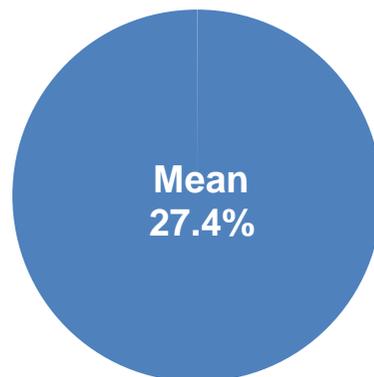


We are committed to fairness and equal treatment of all staff irrespective of gender.

Our Workforce



Mean pay for men is 27.4% higher than that of women.



Median pay for men is 42.2% higher than that of women.

Understanding the gender pay gap

Between the 2018 and 2019 reporting dates two secondary academies joined Windsor Academy Trust (WAT), increasing our workforce by 132, the vast majority being females. This should be kept in mind when making year-to-year comparisons. In addition having a predominantly female workforce means that even small fluctuations in the male workforce can have a significant impact on our gender pay gap.

Our figures show that they have reduced since we reported in 2018 to a mean gender pay gap of 27.4% and a median gender pay gap of 42.2%.

We acknowledge that our overall gender pay gap is above the national average, however, this is in part, a result of the fact that in education, particularly at primary level, many roles tend to be part time (both in terms of hours worked per week, and weeks worked per annum) and attract female applicants for lower salaried roles such as lunchtime supervisor, cleaner and administration.

We believe that men and women are paid equally for doing equivalent jobs across WAT and use nationally agreed pay scales for Teachers and Support Staff. In 2018/19 positive

action was taken and WAT invested heavily in the support staff alignment project to ensure parity across all roles which had previously been subject to TUPE.

Our data shows that we employ more women in higher paid roles (leadership or senior teaching, and predominantly full time), and substantially fewer men in lower paid roles (teaching assistants, lunchtime supervisors, cleaning & catering, many of which are part time).

Taking Action

To reduce the gender pay gap, WAT is committed to:

- Ensuring all job roles are advertised to eliminate any potential for gender bias, apart from those roles with a genuine reason for requiring a particular gender.
- Appointing the best candidate into the role, regardless of their gender or other factors covered by the Equality Act.
- Actively encouraging flexible working across our trust
- Continuing to provide opportunities for female employees to progress through grades