



Gender Pay Gap Report

March 2023



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Summary

Windsor Academy Trust is deeply committed to equality, diversity and inclusion because we believe fundamentally in the values of fairness, equal treatment, and creating workplaces where everyone is empowered to fully participate and thrive. These values are embedded in our policies, practices and culture.

We are pleased to report that the gap between male and female mean average pay reduced in 2023, and the proportion of women in the upper pay quartile increased, continuing last year's positive trajectory.

We know that our gender pay gap is caused by having significantly more women than men employed in lower graded support roles such as Cleaners, Administrators and Teaching Assistants - vital positions that provide flexible working opportunities in our local communities. These constitute 33% of the total number of roles in the organisation.

Over the last three years there has been a steady increase in women in leadership roles (grade 10 and above), now reaching 57%, up from 55% last year and 54% in March 2021. There is also now a 50:50 gender split in our Executive Team.

We will continue to improve our gender pay gap through our approach to professional development, talent management and offering opportunities to work flexibly.



Gender Pay Gap Data 2023



Gender Pay Gap	Gender 2023	Gender 2022	Gender 2021
Mean	35.3	40.4	43.1
Median	28.40	30.4	28.34

The mean average hourly rate of pay for men is 35% higher than for women. This gap has been reduced by 5% compared with 2022 and 8% on 2021.

The median gender pay gap (the difference between the mid-point of the hourly rate of all men compared to the mid-point of all women) also decreased compared to last year.

Proportion of females and males by pay quartile %

The proportion of women in the upper pay quartile has increased, but has decreased in the middle quartile. The proportion of women in the lower middle quartile has decreased by 6% and remained at a similar level for the lower quartile.

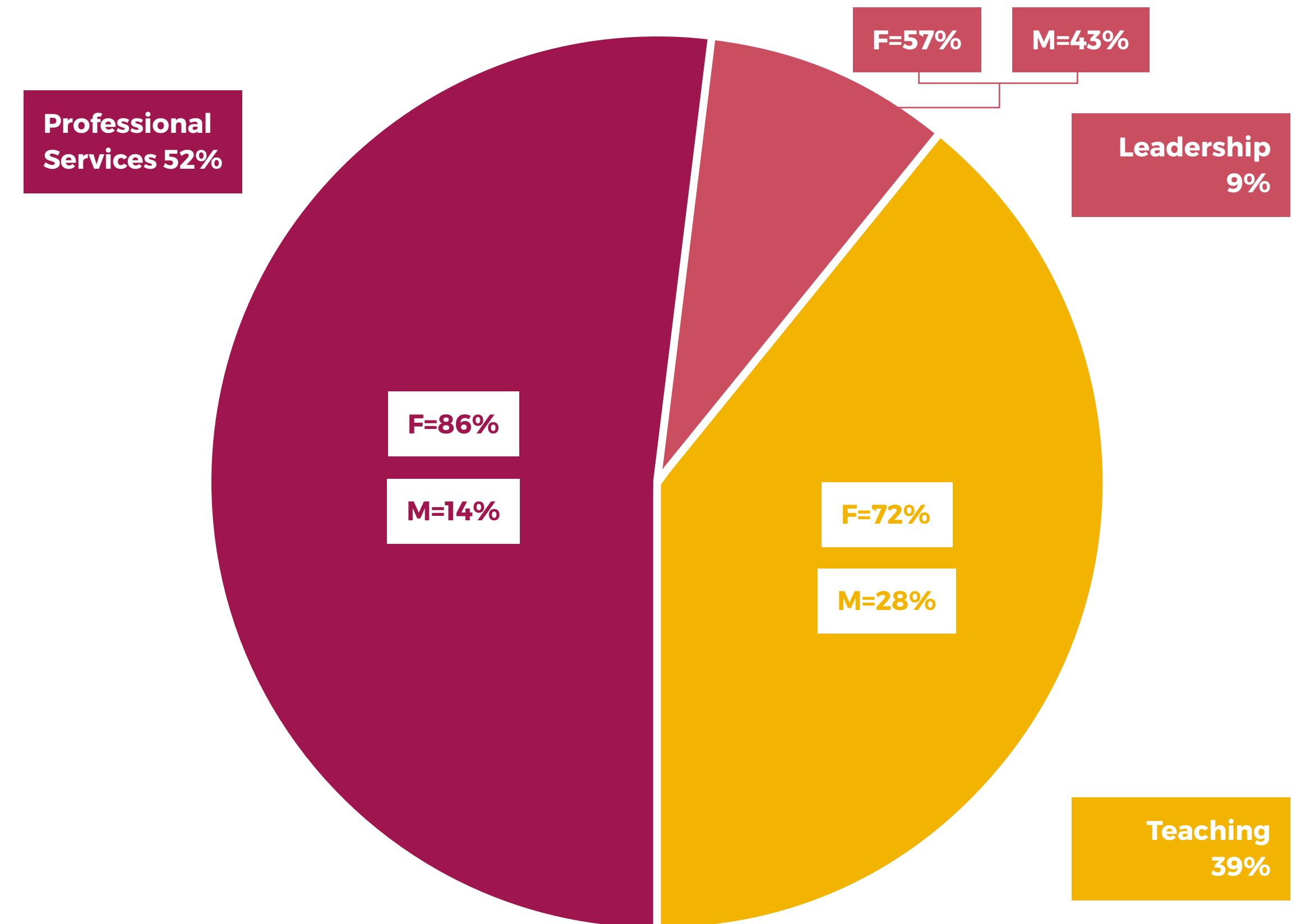


Factors influencing our gap

33% of the roles in the trust are lower graded support roles (Grade 1-3) such as Midday Supervisors, Cleaners, Teaching Assistants and Breakfast club Assistants and 94% of these roles are done by women.

There are more women in leadership roles (57%) than men, however these roles make up a small proportion of the total number of roles in the organisation.

Proportion of Male and Female % split by roles (Teaching, Professional services & Leadership)



This distribution of men and women across types of role in the trust reflects the national trend where a higher share of women than men are employed in low-paying occupations: 24% of women compared to 14% of men (Source: Office for National Statistics, Annual Population Survey, July 2022 to June 2023, via [Nomis](#) and [Annual Survey of Hours and Earnings](#), Table 14.6a.)

Action to improve our gender pay gap

We have established policies and practices that ensure fair decision-making and support an inclusive culture:

- The Pay Committee considers all performance related pay progression to ensure consistency and fairness
- Policies are reviewed regularly to eliminate unconscious bias and barriers that may impact opportunity
- Creating an inclusive working culture is a core element of the WAT leadership criteria. All current and future leaders have training and regular coaching to enable them to develop these behaviours and make decisions aligned to our values of inclusion and fairness
- Candidate recruitment data is anonymised and standard, structured selection processes are used at all stages
- Family-friendly policies support work-life balance

Further work will take place over the next year to continue to improve our gender pay gap. This will include delivery of an EDI staff survey which, alongside other diversity data points, will inform the People Strategy; and a review of recruitment and talent management approaches.





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