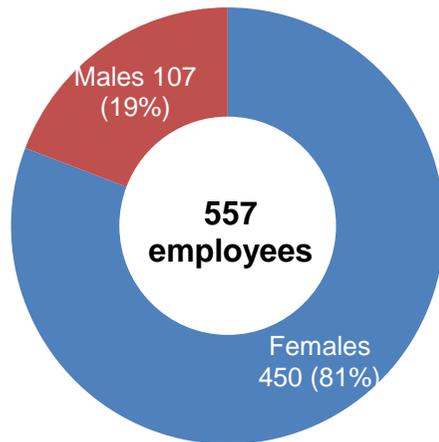


Windsor Academy Trust Gender Pay Gap Report 2017

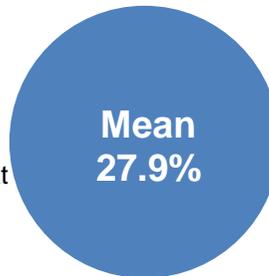


We are proud to confirm our commitment to fairness and equal treatment of all staff irrespective of gender.

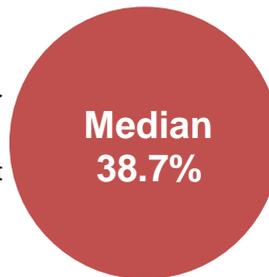
Our Workforce



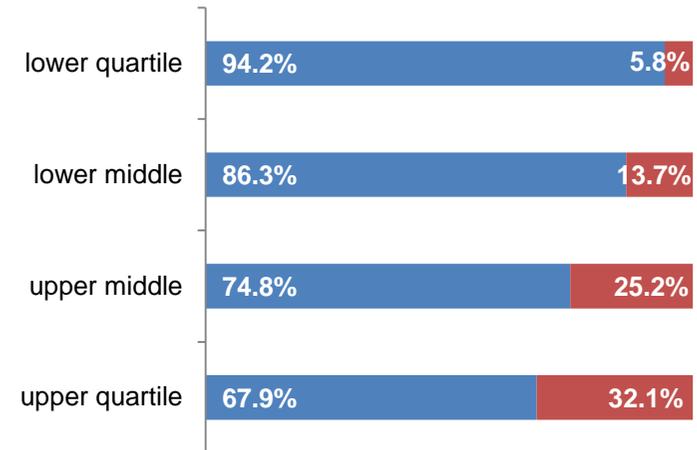
Mean pay for men is 27.9% higher than that of women.



Median pay for men is 38.7% higher than that of women.

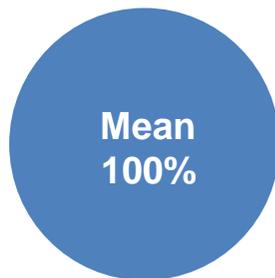


Pay quartiles



■ Female ■ Male

Bonus Gap

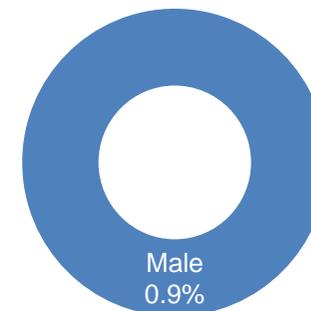


Mean bonus pay for men is 100% higher than that of women.



Median bonus pay for men is 100% higher than that of women.

Percentage of women and men receiving a bonus



NB: Eligibility for bonuses is applicable to CEO role only as at snapshot date.

Understanding the gender pay gap

The gender pay gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up. WAT's workforce consists of 81% females and the overall gender pay gap therefore reflects workforce composition rather than the pay inequalities.

WAT's gender pay gap can also be attributed to three major components:

Type of role – our whole workforce is predominately female, but the proportion of women in support roles is even higher than in teaching roles.

Working pattern – women are more likely to be working part time and part time roles are more common in the lower pay quartiles.

School phase – women are more likely to be working in primary phase where average salaries tend to be lower.

The education sector is reported as the third highest sector with a high pay gap. Out of some 471 academy trusts identified, the average gender pay was 31.7% in men's favour.

WAT recognise that societal and sectoral factors beyond the control of any single employer contribute to the gap and we will do everything that we can to reduce the gap further.

Eradicating the gender pay gap

What we currently do:

- Comprehensive leadership and talent programmes, mentoring and professional development programmes to support the development and progression of all staff. Positive female representation in senior roles (2 out of 4 members of the Executive Team and 57% of Headteachers are female).
- Robust approach to salary setting, using nationally agreed pay scales, gender neutral job evaluation and salary benchmarking tools.
- Offer terms and conditions that support work life balance including part-time working and flexible working.
- Operate consistent and best practice recruitment and selection policies and provide training on their application.

What we will do:

- Review our current leadership development and talent pipeline approaches, looking particularly to ensure that leadership roles are designed to be open to women returning from maternity leave or seeking flexible working, and that we identify and eliminate as far as possible visible and invisible obstacles to women taking leadership positions.
- Actively promote our family friendly policies and ensure that women and men taking advantage of them are supported to return to work and progress in their careers.
- Consider how best to extend flexible working in teaching roles and especially in more senior roles.
- Review our recruitment process and provide additional guidance on avoiding unconscious bias at both attraction and selection stage.
- Consider how to attract more men into primary education and into support staff roles.