

Waverley Education Foundation
Gender Pay Gap Report
March 2022

Gender pay gap reporting statement

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, any school with 250 or more employees must publish a gender pay gap statement on their website, which includes specific information about how both males and females are paid at their school. **Waverley Education Foundation recorded 258 employees** at the time the data was taken, hence there is a statutory requirement to publish the results.

Public sector organisations must publish their statement by **30 March** each year. Businesses and charities must publish their statement by **30 March 2023**. Employers that fail to report by 30 March 2023 deadline, or report inaccurate data, will be in breach of the regulations and risk facing enforcement action from the Equality and Human Rights Commission (EHRC), leading to court orders and fines.

The gender pay gap shows the differences in the **average pay between men and women**. If a workplace has a particularly high gender pay gap, this can indicate there may a number of issues to deal with, and the individual calculations may help to identify what those issues are. In some cases, the gender pay gap may include unlawful inequality in pay but this is not necessarily the case.

The difference between the gender pay gap and equal pay

The gender pay gap differs from equal pay.

Equal pay deals with the pay differences between **men and women who carry out the same jobs, similar jobs or work of equal value**. It is unlawful to pay people unequally because they are a man or a woman.

Employee overview

Our gender pay gap information is based on the total number of male and female full-pay employees. This is as follows:

Male	31.6% (81.5)
Female	68.4% (176.47)

Waverley Academy - Data taken on 31/03/2022

Gender Make Up

Waverley Academy the gender make up of our staff is:



68.4% of Women



31.6% of Men

Mean and median information

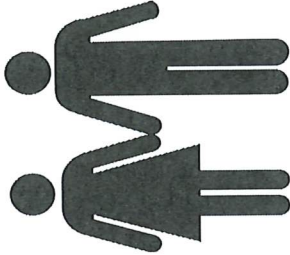
The table below shows the difference in hourly and bonus pay between our male and female full-pay employees.

- The **median gender pay gap** is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.
- The **mean gender pay gap** is the difference between the average hourly earnings of men and women.

Gender Pay Gap

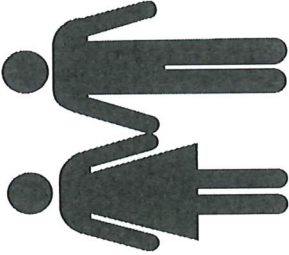
In Waverley Academy the gender pay gap is:

Mean Pay Gap



18.7%

Median Pay Gap



25.3%

Proportion of employees receiving bonuses

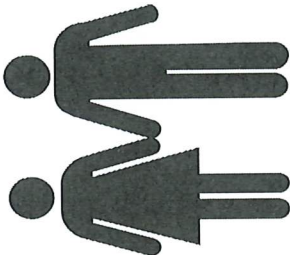
The table below would show the total number of male and female employees receiving bonuses, alongside the percentage as a total of either female or male employees. However, Waverley Education Foundation do not apply a bonus pay scheme.

Male	<u>0</u>		<u>0%</u>
Female	<u>0</u>		<u>0%</u>

Pay by Quartiles

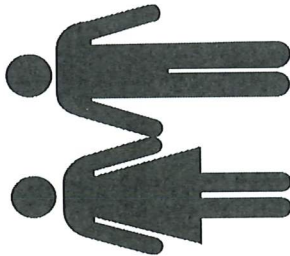
In Waverley Academy the proportion of full-pay men and women in each of the four quartile pay bands is as per below:

Lower Quartile



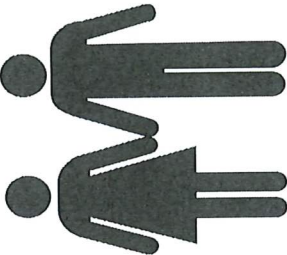
85.7% female 14.3% male

Lower Middle Quartile Upper



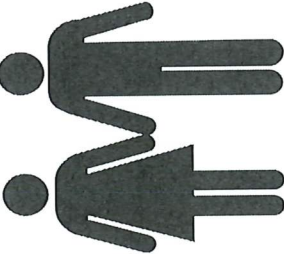
69.4% female 30.6% male

Upper Middle Quartile



58.7% female 41.3% male

Upper Quartile



59.7% female 40.3% male

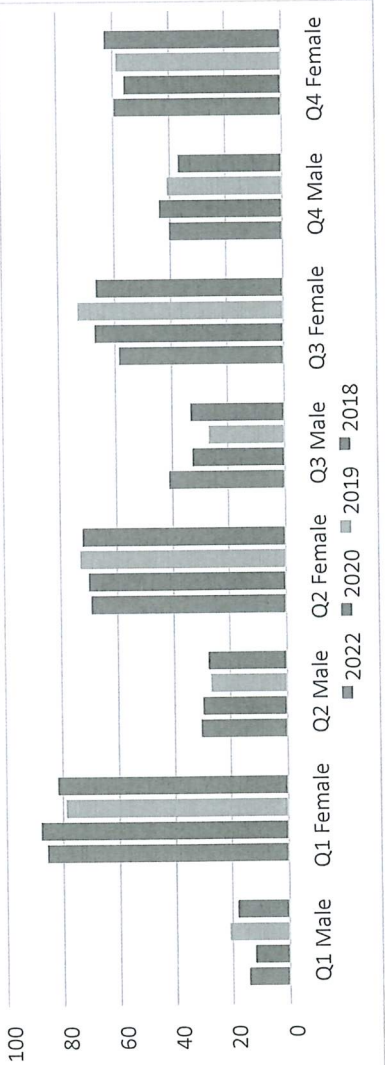
Gender Pay Gap Four Year Quartile Analysis

Quartile information

The table below shows the number of male and female employees in each quartile pay band, alongside the percentage of male and female employees comprising each quartile.

Year	Q1 Male	Q1 Female	Q2 Male	Q2 Female	Q3 Male	Q3 Female	Q4 Male	Q4 Female
2022	14.3	85.7	30.6	69.4	41.3	58.7	40.3	59.7
2020	12.1	87.9	29.8	70.2	32.8	67.2	43.9	56.1
2019	21.1	78.9	26.8	73.2	26.8	73.2	41.1	58.9
2018	18.2	81.8	27.8	72.2	33.3	66.7	37	63

Quartile Analysis

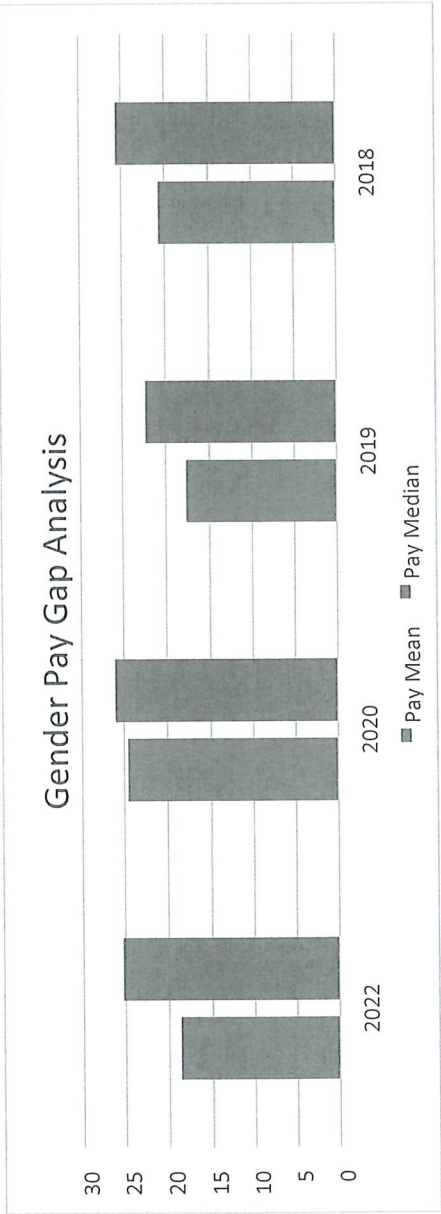


Above charts express data from the 'snapshot' date of March 2022. We can see from this data the Lower Quartile Band (Q1 & Q2) that there are more females than males that fall into this category. The data reflects that part time working and lower paid roles are more appealing to females.

The Upper Middle Quartile (Q3) also expresses a gap between female and male. This reflects the workforce accurately as middle leaders gender pay gap is closing.

Gender Pay Gap Four Year Analysis

Year	Pay Mean	Pay Median
2022	18.7	25.3
2020	24.6	26.1
2019	17.7	22.3
2018	20.7	25.7



How Waverley Education Foundation are looking to tackle the Gender Pay Gap

It can be seen from the data to 31/03/2022 that the Waverley Education Foundation workforce is female dominated, hence the Gender Pay Gap data being swayed by females. Nationally it has been reported that half of the top 50 worst Gender Pay Gaps are in schools and Academies due to the nature of the workforce.

- Encourage flexible working to support both our male and female employees' balance their careers with their commitments outside of work.
- Promote the benefits of paternity leave, parental leave and shared parental leave.
- Growing our own talent by encouraging staff to fulfil their potential with us, rather than leaving to achieve this.
- The nature of the business continues to appeal to females due to the flexibility in working hours and term time only working conditions.

Waverley Education Foundation is committed to equality of opportunity in employment and has adopted the model pay policy produced by Birmingham City Council and national sources. In line with these policies our aims are to recruit, retain and develop employees based on merit, competence and potential. We are committed to promoting a positive work environment for our employees and ensuring employees are given every opportunity to fulfil their potential.

On behalf of **Waverley Education Foundation**, I can confirm that the above figures are accurate and that the Trust is committed to the on-going reduction of our gender pay gap.

NAME:

POSITION:

DATE: 14TH February 2023