

University of Wolverhampton Multi Academy Trust - Gender Pay Gap – snapshot 31.03.2021

The University of Wolverhampton Multi Academy Trust (UWMAT) is committed to the promotion of equality of opportunities to all employees, and supports the fair treatment of all staff irrespective of gender. All our posts are aligned to agreed pay scales; with men and women receiving equal pay for equal roles. The gender pay gap is the percentage difference between men and women's mean and median hourly earnings, across all jobs in the Trust; it is not a measure of the difference in pay between men and women for doing the same job.

The data capture (snapshot) as at 31st March 2021 includes gender data based on 10 Primary and 2 Secondary schools. This is the fourth report for the Trust. 608 relevant staff were employed at the time of the snapshot and for the purpose of the report and calculations: 107 (18%) male and 501 (82%) female. Under the Regulations there is a requirement to report on the following:

1. The difference in the mean pay of full pay men and women expressed as a percentage
2. The difference in median pay of full pay men and women expressed as a percentage
3. The proportion of full pay men and women in each of four quartile bands

The Trust did not make any bonus payments over the period 1st April 2020 to 31st March 2021 and therefore there is no requirement to report on the difference in mean and median bonus pay of full pay men and women expressed as a percentage or the proportion of men and women who received bonus pay.

1. **UWMAT's Mean Gender Pay Gap in hourly pay was 23.83%, last year it was 28.14%** - this is positive for the Trust; with a reduction of 4.32% the gender pay gap is closing with broadly similar male to female numbers as last year (5 more males and 4 less females within the pool). Using the mean gender pay gap, a female at UWMAT earned 76.17 pence for every £1 a full time male earned.

Gender	Full or Part time	No of employees	Mean % Difference
Female	All	501	19.47%
Male	All	107	25.56%
Mean Gender Pay Gap			23.83%

2. **UWMAT's Median Gender Pay Gap in hourly pay was 34.76%, last year it was 42.59%** - this is also positive for the Trust; with a reduction in the median gender pay gap of 10.83% Using the median gender pay gap, a female earned 66p for every £1 a male earned during the relevant period.

Gender	Full or Part time	No of employees	Median % Difference
Female	All	501	14.21%
Male	All	107	21.78%
Median Gender Pay Gap			34.76%

3. Pay quartiles by gender

Quartile numbers					
	Q1 – Upper Quartile	Q2 - Upper Middle Quartile	Q3 - Lower Middle Quartile	Q4 –Lower Quartile	Total
Female	113 (74.34%)	113 (74.34%)	134 (88.16%)	141 (92.76%)	501 (82.40%)
Male	39 (25.66%)	39 (25.66%)	18 (11.84%)	11 (7.24%)	107 (17.60%)
Number of staff	152	152	152	152	608

4. What are the underlying causes of UWMAT's gender pay gap?

The workforce is treated equally in relation to pay, regardless of gender where they are employed to undertake work; of equal value, work that is broadly the same or similar and work that has been rated as equivalent under a job evaluation scheme. It is on this basis that the Trust is confident that its pay gap does not stem from paying genders differently for the same or equivalent work but more likely as a result of the following:

- The weekly hours worked by Teaching staff (32.5) compared to Support Staff (c.37) which impacts on the calculations for hourly pay used for the purpose of gender pay gap reporting.
- The make-up of the workforce, rather than pay inequalities e.g. a large proportion of lower paid roles are part-time and/or term time allowing staff flexibility in relation to maintaining a work-life balance.
- The differential in the grades and pay of support roles undertaken by females versus males e.g. Site Managers/Caretakers/Technicians/Student Support compared to lower graded roles such as lunchtime supervisors/cleaners that are typically within the sector undertaken by females.
- Although flexible working is offered by the Trust, flexible working arrangements for teaching staff are not always possible due to the impact on the consistency of teaching and learning within classrooms.

The data also makes clear that women make up the overwhelming majority of the lowest-paid support staff across the Trust adding considerably to the overall gender pay gap (275 females were employed in the lower quartiles (Q3 and Q4) compared to 30 males (Q3 and Q4). It should be noted that 74.34% of females were highest paid in Q1 compared to 25.66% males. This tells us that although a great proportion of women in our Trust are employed within the lower pay quartiles, a substantial amount of women also occupy roles within the upper pay quartiles (226).

5. How does UWMAT's gender pay gap compare with the UK average pay gap and in the education sector?

It is not unusual for Multi-Academy Trusts of our size and type to report large mean and median pay gaps. According to the April 2021 Office for National Statistics (ONS) Annual Survey of Hours and Earnings reports that among full time employees the GPG was 7.9%, continuing the downward trend which UWMAT has seen this year. Compared with lower-paid employees, higher earners experience a much larger difference in hourly pay between the sexes - this is not the case at UWMAT which women earning the same/similar hourly pay to males in both the upper and mid upper quartiles. Among all employees within the ONS survey, the GPG increased to 15.4%, from 14.9% in 2020, but is still down from 17.4% in 2019. Education generally is one of the worst sectors for pay inequality in the UK according to the ONS Annual Survey of Hours and Earnings November 2020; the part-time pay gap is largest in the education sector at 28.1. The table below highlights the comparison of the Trust to other local MAT's of a similar size workforce (500-999 employees), the average mean gender pay gap for the relevant period up to 31st March 2021.

Employer	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in top pay quartile	% Who received bonus pay (Women)	% Who received bonus pay (Men)	% Difference in bonus pay (Mean)	% Difference in bonus pay (Median)
UNIVERSITY OF WOLVERHAMPTON MAT	23.83	34.76	92.76%	88.16	74.34	74.34	0	0	0	0
BIRMINGHAM DIOCESAN MULTI-ACADEMY TRUST	16.2	20.4	90	90.8	86.5	83.7	0	0	0	0
UNIVERSITY ACADEMIES TRUST	24.1	46.9	91.9	84.7	86.5	86.4	0	0	0	0
STOUR VALE ACADEMY TRUST	22	36.2	92	79	75.4	66.7	0	0	0	0
THE FUTURES TRUST	17.9	26.5	84.1	80.5	66.7	64.6	0	0	0	0
THOMAS TELFORD MULTI ACADEMY TRUST	20.4	26.1	85.8	72.7	65.2	58.9	29.7	47.4	22.3	0
VICTORIA ACADEMIES TRUST	22.9	34.2	94.1	94.1	90.4	81.5	0	0	0	0
WINDSOR ACADEMY TRUST	28.3	43.1	95.1	80.7	70.4	59.4	0	0.5	0	100

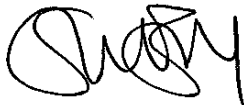
6. What is UWMAT doing to address its gender pay gap?

1. The Trust will continue to operate fair pay and recruitment policies where decisions made in relation to pay progression are gender neutral, open, transparent and fair.
2. Continuing to raise awareness of the Trust provisions in relation to family friendly policies, e.g. flexible working, shared parental leave to support the wellbeing and work life balance of staff.
3. Continued work towards one set of pay and terms and conditions for all support staff.
4. Continuation of internal secondment opportunities to allow all staff the opportunity for continuing professional development and promotion
5. Raising awareness both in and outside of the classrooms and belief amongst staff and students that opportunities are equal, diversity is valued enabling all individuals to thrive

7. Conclusion

Through a number of initiatives undertaken over the past 12-18 months to reduce the gender pay gap, the Trust is pleased to see that these actions have resulted in the closing of the pay gap at both the mean and median level. The Trust is committed to the principle of equal opportunities in line with Equality legislation and will continue to address the gender pay gap whilst recognising that this alone will not remove the gap completely.

I Shila Malhotra, UWMAT Director of Human Resources confirm that the information provided is true and accurate as a snapshot of data based on full pay relevant employees as at 31st March 2021.



Date: 2nd February 2022