

Gender Pay Gap Report and Analysis

Introduction

Westcountry Schools Trust (WeST) is a growing Trust with the workforce growing by 384% since 2016 with continuing growth in 2019 and 2020. The Trust is committed to analysing its gender pay gap and developing strategy to address this where possible. It is establishing a working group in order to assess the current position and develop a strategy for improving this over time.

The state education sector is predominantly staffed by women. Comparator data has been provided on page 4, which shows that in all quartiles, women make up at least two thirds of the work force. This is highest in the lower pay quartile with an average across the comparator employers of 87%, in the lower middle pay quartile this is 83%, in the upper middle pay quartile this is 78% and in the upper pay quartile this is 70%. At the time of writing, comparator data was only available for the last two years however WeST's data is available and averaged over the last three years the female work force was 77% in the lower pay quartile, 83% in the lower middle pay quartile, 71% in the upper middle pay quartile and in the upper pay quartile the average is 60%.

Over time there has been an initial fall and then rise of both mean and median gaps. It is, however, difficult to provide an accurate analysis until the current period of growth is complete. However, looking at WeST's data alongside that of its comparators, it is notable that women account for a smaller percentage of the workforce in both the upper middle pay quartile and the upper pay quartile.

It will be important to look at this to see whether this trend is a continuing one and to establish whether development work needs to be undertaken to address this and ensure that female staff are being developed to undertake the highest paid roles at rates which reflect or better the national gender balance of the sector in order to address the imbalance further.

WeST currently applies national terms and conditions across both its teaching and support staff. It believes that these nationally benchmarked schemes afford the best opportunity to achieve pay parity. In addition to this, the Trust operates a number of family friendly policies with enhanced occupational entitlements in line with national terms and conditions which provide good levels of support to its staff. As a Trust, the board has the ability to negotiate away from these terms and conditions however it is happy that these are part of a fair package of entitlements which it is not seeking to change.

Gender Pay Gap Report 2019

Mean

Row Labels	Count of Ref	Average of Hourly Pay		
F	1074	17.08677		
M	411	21.27751		
Grand Total	1485	19.18214	19.70%	Mean GPG

Median

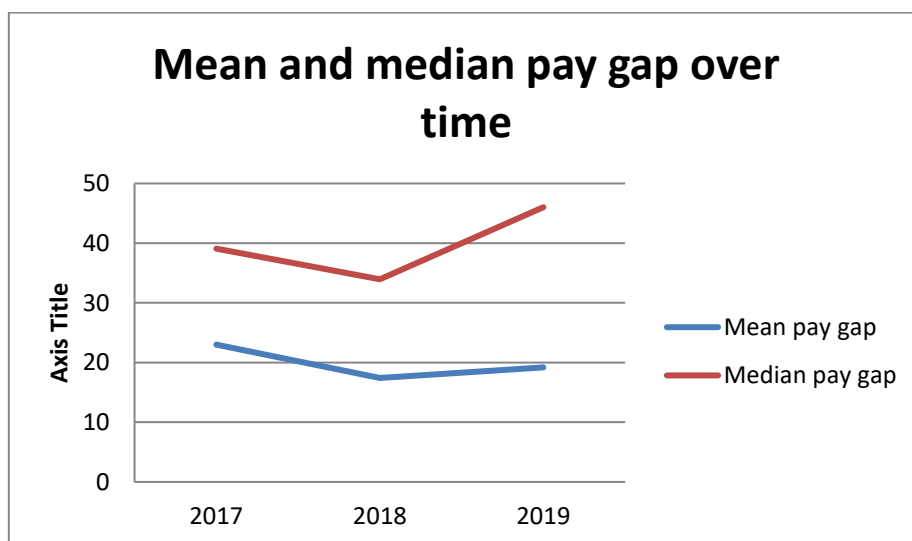
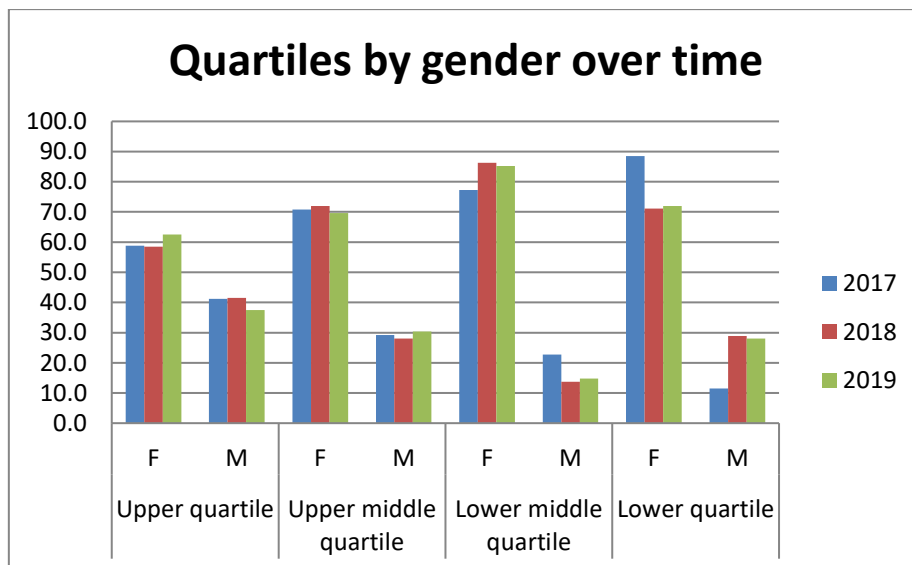
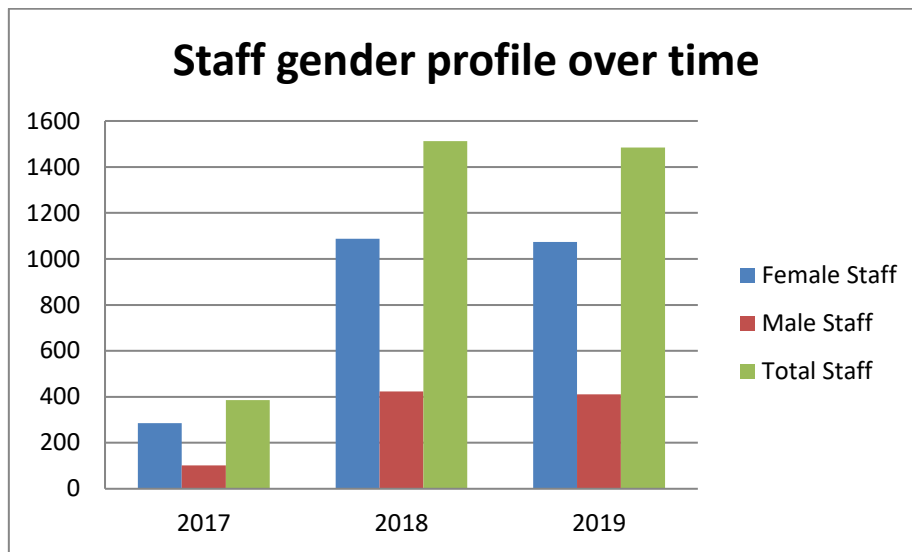
	Count	Median Position		Median
F	1074	F537.5	F537	10.92
M	411	M206	M206	20.23
				46.02% Median GPG

Quartiles

371.25 in each
Before Manual Adjustments

First row	Last row	Rows	Quartile	Count F	Count M	Count	% F	% M
1	371	371	1. Upper quartile	232	139	371	62.53	37.46
372	743	372	2. Upper middle quartile	259	113	372	69.62	30.37
744	1114	371	3. Lower middle quartile	316	55	371	85.17	14.82
1115	1485	371	4. Lower quartile	267	104	371	71.96	28.03

Gender Pay Gap Analysis over time



Gender Pay Gap Comparator Employers

2017												
Employer	Employer Size	% 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)	
COMMUNITY ACADEMIES TRUST	1000 to 4999	19.6	21.2	87.6	83.2	79.8	73.5	0	0	0	0	
DELTA ACADEMIES TRUST	1000 to 4999	25.8	47.8	91	83.4	73.2	66.8	0	0	0	0	
REACH2 ACADEMY TRUST	1000 to 4999	24.8	30.7	95	90	90.7	89.3	0	0	0	0	
UNITY SCHOOLS PARTNERSHIP	1000 to 4999	35.3	52.5	89	85	75	63	0	0	0	0	
STAR ACADEMIES	1000 to 4999	18.8	10.4	84.7	73.8	71.8	67	0	0	0	0	
WESTCOUNTRY SCHOOLS TRUST	1000 to 4999	23	39.1	88.5	77.3	70.8	58.8	0	0	0	0	
Averages		24.55	33.62	89.30	82.12	76.88	69.73					
2018												
Employer	Employer Size	% 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)	
COMMUNITY ACADEMIES TRUST	1000 to 4999	23.7	38.5	92.4	83.3	78.7	73.3	0	0	0	0	
DELTA ACADEMIES TRUST	1000 to 4999	28	45	87.3	84.6	75.6	65.3	0	0	0	0	
REACH2 ACADEMY TRUST	1000 to 4999	26.1	33.2	81.7	83.3	92.9	95.5	0	0	0	0	
UNITY SCHOOLS PARTNERSHIP	1000 to 4999	29.5	45.1	87	87.2	79.7	66.3	0	0	0	0	
STAR ACADEMIES	1000 to 4999	16.3	13.9	83.3	73.7	73.6	65.4	0	0	0	0	
WESTCOUNTRY SCHOOLS TRUST	1000 to 4999	17.4	34	71.2	86.2	72	58.5	0	0	0	0	
Averages		23.50	34.95	83.82	83.05	78.75	70.72					
Average last two years				86.56	82.58	77.82	70.23					
2019												
Employer	Employer Size	% 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)	
COMMUNITY ACADEMIES TRUST	1000 to 4999	Not yet published										
DELTA ACADEMIES TRUST	1000 to 4999	Not yet published										
REACH2 ACADEMY TRUST	1000 to 4999	Not yet published										
UNITY SCHOOLS PARTNERSHIP	1000 to 4999	Not yet published										
STAR ACADEMIES	1000 to 4999	Not yet published										
WESTCOUNTRY SCHOOLS TRUST	1000 to 4999	19.7	46.02	71.97	85.18	69.62	62.53	0	0	0	0	
WEST Average last three years				77.22	82.89	70.81	59.94					