

## The White Horse Federation – Gender Pay Gap Report 2023

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer of over 250 employees, The White Horse Federation is required to measure and report on the gender pay gap in the organisation. The White Horse Federation is a public sector body and has a data capture date of 31 March in each year.

Under the regulations, there is a requirement to report on the following six measures: with based on staff paid on the data capture at 31 March 2022. At this date there were 1780 full-pay relevant employees, of which 355 (20%) were men and 1425 (80%) were women. This is the Trust’s sixth gender pay gap report.

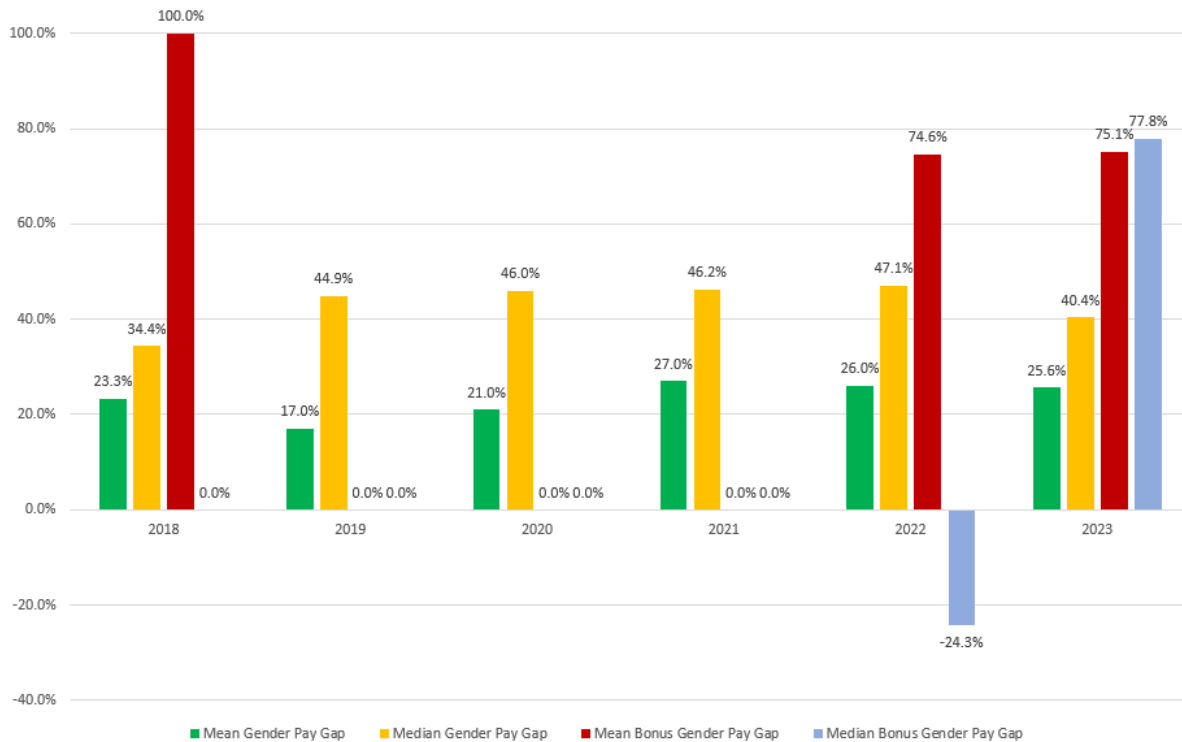
At the data capture, The White Horse Federation consisted of:

- 5 secondary academies
- 3 SEMH academies
- 24 primary academies
- Central office

The results for the statutory calculations are:

1. The Mean Gender Pay Gap	Overall, female employees receive 25.6% less per hour than male employees.	<b>25.6%</b>
2. The Median Gender Pay Gap	The difference between the median hourly rate of pay that male and female full-pay relevant employees receive.	<b>40.4%</b>
3. The Mean Bonus Gender Pay Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.	<b>75.1%</b>
4. The Median Bonus Gender Pay Gap	The difference between the median bonus paid to male relevant employees and that paid to female relevant employees.	<b>77.8%</b>
5. The Bonus Proportions Gender Pay Gap	This shows that a higher proportion of male employees received bonus pay than female employees during this period.	<b>Male 3.1%</b> <b>Female 0.9%</b>
6. The proportion of males and females in each quartile pay band		
Lower Pay Band Quartile:	<b>Male: 8.6%</b>	<b>Female: 91.4%</b>
Lower Middle Pay Band Quartile:	<b>Male: 16.3%</b>	<b>Female: 83.7%</b>
Upper Middle Pay Band Quartile:	<b>Male: 27.9%</b>	<b>Female: 72.1%</b>
Upper Pay Band Quartile:	<b>Male: 28.7%</b>	<b>Female: 71.3%</b>

## The White Horse Federation Gender Pay Gap 2018-2023



Through actions taken, over the past 3 years, the Trust has been able to reduce the hourly pay gap from 27% in 2021 to 25.6% in 2023; and the median pay gap from 47.1% to 40.4%

### Supporting Statement:

The White Horse Federation operates as an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), including regarding recruitment, performance management and employee career development opportunities.

The White Horse Federation is committed to the promotion of equality of opportunity and choice for employees and supports fair treatment of all staff. All of our posts are aligned to nationally agreed pay scales and male and female staff are paid within the same pay band for the same job role. We use the pay scales for teaching staff in accordance with the School Teachers' Pay and Conditions document. For the majority of support staff, we use the pay scales set by the NJC (National Joint Council for Local Government Services) and for a small number of senior professional roles we use the Hay Pay Scale and the Senior Civil Service pay range. Staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning that earnings are based on performance outcomes, irrespective of gender.

The White Horse Federation is committed to flexible working opportunities, and a significant number of our employees take up flexible working opportunities. In-line with education roles nationally, many of our female employees work part time and in roles within the lower quartile of pay. Our People Strategy will continue to promote flexible working as part of our wider work on equality, diversity and inclusion.

Within the education sector, it is common for a high proportion of the workforce to be female.

We have a higher proportion of females in every quartile, including the upper quartile. The overall gender pay gap therefore reflects the workforce composition rather than pay inequalities.

Our improved exit interview process aims to identify trends in the reasons why employees leave the organisation and any gender imbalances may be highlighted as part of this process, and can be used to help the Trust improve.

One area to investigate further is the gender pay gap at senior leadership level in terms of the predominance of male post holders in the highest paid positions in secondary schools and in the central team, including the Executive Team. It is not unusual to see more male secondary principals than female, whereas the reverse is true within the primary sector. A driver of the pay gap is the lower proportion of male teachers in our primary schools, where pay is typically lower than our secondary schools.

We already use skills-based assessment tasks and structured interviews for recruitment and promotions and have delivered unconscious bias training to staff. All shortlisting is blind, so names and gender are not visible to those shortlisting until after this process is complete.

The majority of roles within the Trust are part-time, either aligning closely with the hours of school attendance for pupils, or for part of that time. This not only includes the number of hours worked per week, but also the number of weeks worked per year. Whilst this will impact on the average salaries, it is a factor that influences the decision of applicants and the continuation of employment from staff.

It is recognised in education that:

- More women apply to work in the sector due to attractive working patterns, e.g. part time and term-time contracts, which can fit around childcare responsibilities.
- Part-time work can be less highly paid; the greater proportion of women occupying roles in the lowest paid quartile tend to be support/auxiliary occupations.
- Many female returners to employment apply to the public sector.
- Female staff are more likely to have career breaks and may not progress into senior leadership roles.

We are determined to reduce the pay gap where possible and since the last report we have implemented actions and measures to improve diversity and inclusion throughout the organisation and continue to do so:

- We are rewriting and refreshing our People policies in consultation with unions to ensure they are as family friendly as possible.
- We will create a robust framework around workforce planning which promotes flexible working across the organisation.
- The Trust continues to offer leadership development programmes for those aspiring to middle and senior leadership to enable access to all staff.
- We continue to review our recruitment processes particularly in relation to advertising of internal vacancies ensuring that all staff across the Trust are aware and have better access to such opportunities.

*I confirm the above information has been prepared from our payroll data from 31 March 2022 and fairly represents the Gender Pay Gap information for The White Horse Federation.*

**Shila Malhotra, Director of People**