



THE WHITE HORSE FEDERATION - GENDER PAY GAP REPORT

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, The White Horse Federation is required to measure and report on the gender pay gap in the organisation. The 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 6 measures:

- The difference in the mean pay of full pay men and women expressed as a percentage
- The difference in median pay of full pay men and women expressed as a percentage
- The difference in mean bonus pay of full pay men and women expressed as a percentage
- The difference in median bonus pay and women expressed as a percentage
- The proportion of men and women who received bonus pay and
- The proportion of full pay men and women in each of four quartile bands

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. We are required to publish the results on our own website and a government website.

In relation to these measures the data is based on staff paid on the data capture date through our payroll provider at 31st March 2020.

The results for the statutory calculations are:

- 1. The Mean Gender Pay Gap** – The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive: **27.0%**.

This shows that, overall, female employees receive 27.0% lower pay than male employees, or in other words the average female employee would earn 73p for every £1 earned by a male employee

- 2. The Median Gender Pay Gap** – The difference between the median hourly rate of pay that male and female full-pay relevant employees receive: **46.2%**.

This reflects the fact that the majority of senior posts (Secondary Principals and Senior Central Office roles) are filled by males. The majority of Primary Principal roles are filled by females.

- 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: **0.0%**

No bonuses were paid during the data capture year

- 4. The Median Bonus Gender Pay Gap** – The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees: **0.0%**

No bonuses were paid during the data capture year

5. The Bonus proportions Gender Pay Gap - The proportion of male and female relevant employees who were paid bonus pay during the relevant period. **Male 0% Female 0.0%**

No bonuses were paid during the data capture year

6. The proportion of males and females in each quartile pay band:

- **Lower Pay Band Quartile**
 - o Male Employees: **7.1 %** Female Employees: **92.9 %**
- **Lower Middle Pay Band Quartile**
 - o Male Employees: **16.3 %** Female Employees: **83.7 %**
- **Upper Middle Pay Band Quartile**
 - o Male Employees: **24.5 %** Female Employees: **75.5 %**
- **Upper Pay Band Quartile**
 - o Male Employees: **26.8 %** Female Employees: **73.2%**

Supporting Statement and Narrative

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), 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 irrespective of gender through our transparent recruitment processes, pay policy and professional development. All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

At the data capture date The White Horse Federation consisted of

- 5 Secondary academies
- 2 Special academy
- 25 Primary academies
- Central Office

We are a flexible employer and a significant number of our employees take up this flexibility and in line with education roles many of the female employees are part-time.

Working in education it is common for a high proportion of the workforce to be female. The staffing within the Federation has mainly joined via TUPE processes.

The majority of roles in the trust are part-time, either aligning closely with the hours of attendance of pupils or for part of that time. This not only includes the number hours per week but also the number of weeks worked each 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 i.e. part time and term time contracts to work around child care responsibilities

- Part time work can be less highly paid
- 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 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. We are confident that the gender pay gap reported is not an equal pay issue as our pay policy is gender neutral and decisions about staff pay are open, transparent and fair.

We have a higher proportion of females in every quartile, including the upper quartile.

The area of concern for the Federation is the gender pay gap at senior leadership level within the Academies and central federation team. The issue is the predominance of male post holders in the highest paid positions in Secondary Schools and in the central Trust. It is not unusual to see more male Secondary Principals than female Principals, whereas the reverse is true at the Primary Schools.

It is recognised that under TUPE processes the Federation has no control over staffing complement where academies join the Federation.

The Federation has implemented a leadership development programme for those aspiring to middle and senior leadership to enable access to all staff.

We already use skills based assessment tasks and structured interviews for recruitment and promotions and have delivered unconscious bias training to our staff.

In developing our succession planning we are looking to the next generation of senior staff and creating a WHF leadership and Management training programme which will help female employees who are already in place to develop to the next career level.

The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

The Board of Directors reviewed this data and will consider the progress made on reducing the gender pay gap regularly.

I confirm that the above information has been prepared from our payroll data from 5th April 2020 and fairly represents the Gender Pay Gap information for The White Horse Federation

Nick Capstick
CEO
The White Horse Federation