The Wythenshawe Catholic Academy Trust is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 31 March 2017.

* The mean gender pay gap for the Trust is 16.7%.
* The median gender pay gap for the Trust is 15.5%.
* The mean gender bonus gap for the Trust is 0%.
* The median gender bonus gap for the Trust is 0%.
* The proportion of male employees in the Trust receiving a bonus is 0% and the proportion of female employees receiving a bonus is 0%.

Note: there is no bonus scheme in operation across the Trust.

| **Pay quartiles by gender** | | | |
| --- | --- | --- | --- |
| **Band** | **Males** | **Females** | **Description** |
| A | 5.6% | 94.4% | Includes all employees whose standard hourly rate places them at or below the lower quartile |
| B | 23.3% | 76.7% | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median |
| C | 30.1% | 69.9% | Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile |
| D | 27.4% | 72.6% | Includes all employees whose standard hourly rate places them above the upper quartile |

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**What are the underlying causes of the Trust’s gender pay gap?**

Under the law, men and women must receive equal pay for:

* the same or broadly similar work;
* work rated as equivalent under a job evaluation scheme; or
* work of equal value.

The Trust is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it provides training for all managers and other staff members who are involved in pay reviews and evaluates job roles and pay grades as necessary to ensure a fair structure.

The Trust is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the Trust and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of the Trust’s workforce, where the majority of lunchtime support staff and cleaners within its schools are women, while the majority of males work in middle management, in teaching roles for example.

This can be seen above in the table depicting pay quartiles by gender. This shows the Trust’s workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within the Trust, 95% of the employees in Band A are women and 5% men. The percentage of male employees increases throughout the remaining Bands, from 23% in Band B to 27% in Band D.

**How does the Trust’s gender pay gap compare with that of other organisations?**

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that the Trust’s mean gender pay gap is lower than the whole economy. The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%, and the Trust’s figures are lower at 16.7%,

The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is 18.4%. At 15.5%, the Trust's median gender pay gap is lower than the whole economy.

While the Trust’s gender pay gap compares favourably with that of organisations across the whole UK economy, this is not a subject about which the Trust is complacent, and it is committed to doing everything that it can to reduce the gap. However, the Trust also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

The Trust has plans to extend its evidence-gathering to include qualitative data. It will do this through a consultation exercise across all areas and levels of the multi academy to identify the barriers (and the drivers) for women employees.