



## Pay Gender Report 2023

As at 31 March 2023

The following report shows Warrington Primary Academy Trusts (WPAT) statutory disclosure of the gender pay gap for the multi-academy trust. This involved carrying out calculations that show the difference between the average earnings of male and female employees in our organisation.

We can use this report to assess the following:

- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded
- The levels of gender equality in our workplace

As at the 31 March 2023 WPAT had 348 employees for this snapshot data, of which 283 were women and 28 were men.

### Statutory disclosures

The tables below show the overall mean and median gender pay gap and other data required by the statute, based on the hourly rates of pay to those employed on the snapshot day of 31 March 23. The analysis of the gender pay gap data shows that the entirety of the pay gap had arisen because we have a relatively higher proportion of women in support roles.

#### Difference in mean and median hourly rate of pay

|                       | Difference in Mean Hourly Pay | Difference in the Median Hourly Pay |
|-----------------------|-------------------------------|-------------------------------------|
| Pay Gap. % Difference | 18.31%                        | 42.94%                              |

#### Difference in mean and median bonus pay

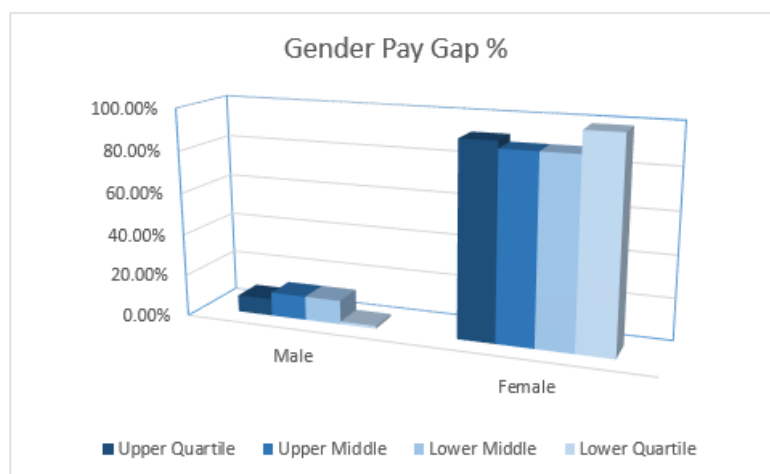
|                       | Difference in Mean Bonus Pay | Difference in the Median Bonus Pay |
|-----------------------|------------------------------|------------------------------------|
| Pay Gap. % Difference | Not applicable               | Not applicable                     |

## Proportion of male and female employees who were paid bonus pay

|  | Proportion receiving a bonus |
|--|------------------------------|
| Male Employees (% paid a bonus compared to all male employees)     | Not applicable               |
| Female Employees (% paid a bonus compared to all female employees) | Not applicable               |

## Proportion of male and female employees according to quartile pay bands

|  | Lower Quartile | Lower Middle | Upper Middle | Upper Quartile |
|--|----------------|--------------|--------------|----------------|
| Male (% males to all employees in each quartile)     | 1.3%           | 11.5%        | 11.5%        | 8.1%           |
| Female (% females to all employees in each quartile) | 98.7%          | 88.5%        | 88.5%        | 91.9%          |



## Management Response

WPAT has considered its data on the gender and pay rates, noting that the reasons for pay differentials are almost entirely due to types of occupation. WPAT 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. Within the Trust all employees are paid within the same pay grade for undertaking the same role, regardless of gender.

The Trust seeks to maximise opportunities for all employees, regardless of gender, through inclusive flexible working policy and recruitment processes which apply at all organisational levels. The figures stated are accurate as at 31 March 2023.

Louise Smith  
CEO