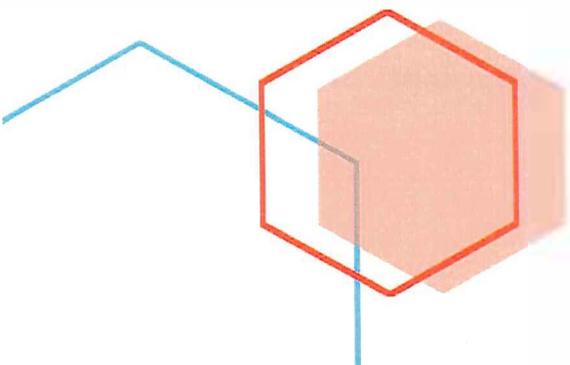


Gender Pay Gap Report 2019



Whitefield
Academy Trust

Whitefield Academy Trust, in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish calculations each year showing the pay gap between male and female employees.



Gender Pay Gap Report 2019



Calculations

Data

The data used in this report is in accordance with the legislation and covers the snapshot date for businesses and charities, being the 5th April 2019.

Mean gender pay gap

24%

This represents the difference between the mean hourly rate that male and female full pay relevant employees receive (as a percentage of men's pay). The figure shows that on average female employees at the Trust receive lower pay than men but the level of grade/position is not considered. Referring to the quartile analysis on the next page it demonstrates that there are a higher number of women employed across the Trust, in particular the lower quartile grades where salary is as expected lower.

Median gender pay gap

42%

This represents the difference between the median hourly rate that male and female full pay relevant employees receive (as a percentage of men's pay). The figure shows that female employees receive lower pay than men but the level of grade/position is not considered. Referring to the quartile analysis on the next page it demonstrates that there are a higher number of women employed across the Trust, in particular the lower quartile grades where salary is as expected lower.

Mean bonus gender pay gap

No bonuses were paid to employees during the period.

Median bonus gender pay gap

No bonuses were paid to employees during the period.

Proportion of male and females receiving a bonus payment

No bonuses were paid to employees during the period.

Gender Pay Gap Report 2019



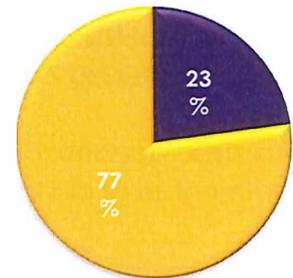
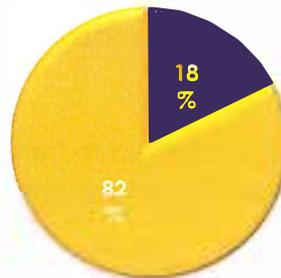
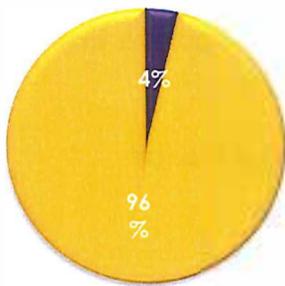
Proportion of males and females in each pay quartile

Lower quartile

Lower middle quartile

Upper middle quartile

Upper quartile



- male
- female

The above charts display that Whitefield Academy Trust has a much higher proportion of women in all quartiles but especially in the lower quartiles.

All calculations have been prepared in accordance with the Gov.uk guidance.

Additional Analysis

To provide further clarification on the above results additional analysis has been undertaken.

The analysis below shows the comparative mean hourly rate within each quartile (as a percentage of men's pay).

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Male	100	100	100	100
Female	113	102	91	107

Gender Pay Gap Report 2019



Written Statement

I confirm that the above information reported is accurate and fairly represents the gender pay gap for Whitefield Academy Trust.

Whitefield Academy Trust is committed to the promotion of equality and supports the fair treatment all of all staff irrespective of gender.

A handwritten signature in blue ink, appearing to read "Kirstie Smith", written over a horizontal dotted line.

Name:

Position: Accounting Officer

Date: