

Mandatory Gender Pay Gap Reporting

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017¹ came into force on 6 April 2017.

From 2018, Wyvern College Academy Trust is required to publish a mandatory set of figures on its own public facing website and the Government website, by 30 March of each year. This relates to the snapshot period of the 31 March of the previous year.

For the snapshot year of 31 March 2024, Wyvern College Academy Trust figures are as follows:

Pay²		
Mean gender pay gap in hourly pay (men currently earn more)		27.67%
Median gender pay gap in hourly pay (men currently earn more)		37.27%
Bonus³		
Mean bonus gender pay gap		-100%
Median bonus gender pay gap		-100%
Proportion of males receiving a bonus payment		0%
Proportion of females receiving a bonus payment		0.49%
Pay quartiles		
Top quartile	Male	31.82 %
	Female	68.18%
Upper middle quartile	Male	30.3%

¹ <https://www.legislation.gov.uk/ukdsi/2017/9780111152010>

² The pay period is the period in which the relevant employer pays the relevant employee basic pay, i.e. 1 to 31 March.

³ Bonuses are included in the calculations if they have actually been received within this bonus period, i.e. the 12 month preceding the snapshot date, 1 April to 31 March.

	Female	69.7%
Lower middle quartile	Male	7.58%
	Female	92.42%
Lower quartile	Male	18.18%
	Female	81.82%

Pay

The Trustee Board of Wyvern College Academy Trust is committed to the principle of equal pay for all employees, irrespective of gender, and ensures that it meets the requirements of the Equal Pay Act 1970.

The school's approach to pay is set out in the school's pay policy and the Trustee Board aims to achieve equality in its pay and reward arrangements. The Trustee Board ensures that teaching staff are paid the correct salary and allowances in accordance with the School Teachers' Pay and Conditions Document, a national statutory document regulating pay of teaching staff.

The Trustee Board ensures that school support staff are paid the correct salary and allowances in accordance with the Employment in Hampshire County Council (EHCC) 2007 Agreement and subsequent variations. The Hay job evaluation scheme, which sits behind the EHCC agreement, provides an objective and gender neutral framework to evaluate the jobs that are carried out within the school.

Our gender pay gap of 30.29% is not as a result of paying men more than women for the same or equivalent work.

Bonus

There were small payments categorised as 'bonus' made only to female members of staff. As there were no awards to male members of staff the mean and median bonus gender pay gap is a negative figure as this shows that women were paid more than men. (eg only women received bonuses and no men did)





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