

The White Horse Federation – Gender Pay Gap Report

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

1. The difference in the mean pay of full pay men and women expressed as a percentage.
2. The difference in median pay of full pay men and women expressed as a percentage.
3. The difference in mean bonus pay of full pay men and women expressed as a percentage.
4. The difference in median bonus pay of full pay men and women expressed as a percentage.
5. The proportion of men and women who received bonus pay.
6. 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 31 March 2021.

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.	26.0%
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This shows that, overall, female employees receive 26% lower pay than male employees. In other words, the average female employee would earn 74p for every £1 earned by a male employee. This is a marginal improvement on the 2020 Gender Pay Gap.

2. The Median Gender Pay Gap	The difference between the median hourly rate of pay that male and female full-pay relevant employees receive.	47.1%
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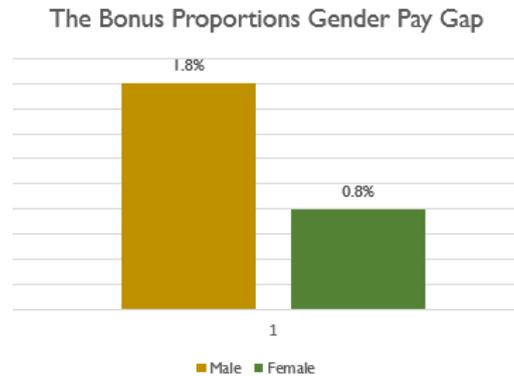
This reflects the fact that the majority of senior posts (Secondary Principals and Senior Central Office roles) are held by males. The majority of Primary Principal roles are held by females.

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.	74.6%
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This shows male employees were paid a higher bonus than female employees. This could be related to the job role held by the bonus earner or reason for the bonus.

4. The Median Bonus Gender Pay Gap	The difference between the median bonus paid to male relevant employees and that paid to female relevant employees.	-24.3%
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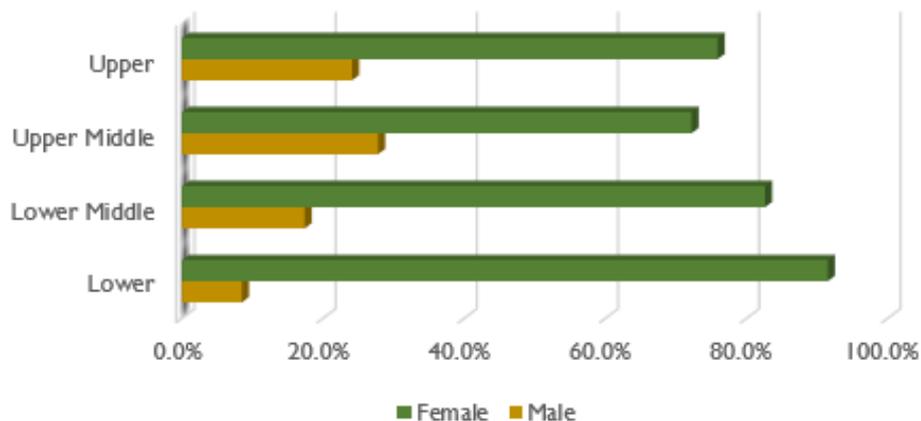
5. The Bonus Proportions Gender Pay Gap	The proportion of male and female relevant employees who were paid bonus pay during the relevant period.	Male 1.8% Female 0.8%
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This shows that a higher proportion of male employees received bonus pay than female employees during this period. This could be related to the number of males employed in the more senior Central roles.

6. The proportion of males and females in each quartile pay band		
Lower Pay Band Quartile:	Male: 8.5%	Female: 91.5%
Lower Middle Pay Band Quartile:	Male: 17.4%	Female: 82.6%
Upper Middle Pay Band Quartile:	Male: 27.8%	Female: 72.2%
Upper Pay Band Quartile:	Male: 24.1%	Female: 75.9%

The proportion of males and females in each quartile pay band at TWHF



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
- 3 SEMH Academies
- 24 Primary Academies
- Central Office

The White Horse Federation is a flexible employer, committed to flexible working opportunities, and a significant number of our employees take up flexible working opportunities. In-line with education roles nationally, many of our female employees work part-time. Our current and ongoing flexible working project will look to improve and champion flexible working opportunities for everyone within the organisation and this is part of our wider strategy on Equality, Diversity and Inclusion.

Within the education sector, it is common for a high proportion of the workforce to be female. Many White Horse Federation staff have joined via TUPE processes. It is recognised that under TUPE processes the Federation has no control over staffing complement where academies join the Federation.

Our improved Exit Interview process aims to identify trends in the reasons employees leave the organisation and it is any gender imbalances can be identified here to further help the Federation to improve.

The majority of roles within the Trust are part-time, either aligning closely with the hours of school attendance for pupils, or for part of that time. This not only includes the number of hours worked per week, but also the number of weeks worked per 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) which can fit around childcare 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 overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

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, whereas the reverse is true at the Primary Schools.

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 staff. For leadership roles we use psychometric testing as an additional tool in the recruitment process. All shortlisting is blind, so names and gender are not visible to those shortlisting until after this process is complete. Future plans for training include mandatory Equality, Diversity and Inclusion awareness training for all staff.

In developing our succession planning, we are looking to the next generation of senior staff and creating a TWHF leadership and management training programme, which will help female employees who are already in place to develop to the next career level. We are therefore looking to identify untapped talent through the leadership development programmes to find talented staff of all genders, this will boost employee engagement and save money on costly recruitment.

In addition we are actively promoting training for all staff via the apprenticeship programmes and levy; this will provide training and development to all staff through remote and face to face learning to assist with career aspirations and provide flexibility of learning so colleagues can access it when it suits them, as we know this will support staff with caring responsibilities.

As an organisation, The White Horse Federation is committed to promoting Equality, Diversity and Inclusion and as well as regular staff surveys, we have set up a working group on EDI and we are implementing an EDI champion group whereby every school will have an EDI champion representative. We will then be developing an action plan to accelerate diversity at all levels.

The Board of Directors reviewed this data and will consider the progress made on reducing the gender pay gap regularly. I confirm the above information has been prepared from our payroll data from 31 March 2021 and fairly represents the Gender Pay Gap information for The White Horse Federation.

Dr. Nicholas Capsstick, CEO, The White Horse Federation