

# Pickwick Academy Trust



## Gender Pay Gap Report 2019

Pickwick Academy Trust comprises 4 primary schools within Wiltshire. Our vision is to work together to provide the best schools and outcomes for our children through harnessing our collective expertise to drive school improvement and realising the best for all children and adults working and learning in our schools.

We are committed to sustainable growth by aligning central services and investing in quality teaching, learning and leadership.

This Gender Pay Gap Report is based on data on 31 March 2018 covering all our schools and centrally based staff. Our Gender Pay Gap is:

Mean gender pay gap                    27%  
Median gender pay gap                42%

The proportion of males and females in each quartile pay band:


Quartile	% Female	% Male	% Total
Lower Quartile	95.00	5.00	100.00
Lower Middle Quartile	95.06	4.94	100.00
Upper Middle Quartile	92.50	7.50	100.00
Upper Quartile	83.75	16.25	100.00
Grand Total	91.59	8.41	100.00

	Male	Female	Pay Gap
Mean	£18.19	£13.26	27.11%
Median	£16.80	£9.72	42.16%

Pickwick Academy Trust is an equal opportunities employer with a diverse and inclusive workforce. We do not tolerate discrimination.

As a primary academy trust, we recognise that 91.59% of the workforce is female due to the availability of part-time and term-time only jobs. This ensures that a positive work life balance is achieved for our employees. Women are well represented at all levels within the Trust. We are committed to the well-being and professional development of our staff and will continue to offer opportunities to males and females at all levels of the Trust.

This initial report and its data provides a baseline for the Trust to compare to in future years to identify any trends and to take any actions as necessary.

Fiona Allen   
CEO

Dated: 3 April 2019

**Figures to publish**

**March 2018**

Mean gender pay gap 27.11%  
 Median gender pay gap 42.16%  
 Mean bonus gender pay gap n/a - no bonuses paid  
 Median bonus gender pay gap n/a - no bonuses paid  
 Proportion of males receiving a bonus payment n/a - no bonuses paid  
 Proportion of females receiving a bonus payment n/a - no bonuses paid  
 Proportion of males and females in each quartile pay band see table

Quartile Percentages	% Female	% Male	Grand Total
Lower Quartile	95.00%	5.00%	100.00%
Lower Middle Quartile	95.06%	4.94%	100.00%
Upper Middle Quartile	92.50%	7.50%	100.00%
Upper Quartile	83.75%	16.25%	100.00%
Grand Total	91.59%	8.41%	100.00%

**Detail for figures to publish**

	Male	Female	Pay Gap
Mean	£18.19	£13.26	27.11%
Median	£16.80	£9.72	42.16%

**Quartile Numbers**

	Female	Male	Grand Total
Lower Quartile	76	4	80
Lower Middle Quartile	77	4	81
Upper Middle Quartile	74	6	80
Upper Quartile	67	13	80
Grand Total	294	27	321

**Figures for September 2017**

Mean gender pay gap 32.07%  
 Median gender pay gap 45.85%  
 Mean bonus gender pay gap n/a - no bonuses paid  
 Median bonus gender pay gap n/a - no bonuses paid  
 Proportion of males receiving a bonus payment n/a - no bonuses paid  
 Proportion of females receiving a bonus payment n/a - no bonuses paid  
 Proportion of males and females in each quartile pay band see table

Quartile Percentages	% Female	% Male	Grand Total
Lower Quartile	96.10%	3.90%	100.00%
Lower Middle Quartile	93.51%	6.49%	100.00%
Upper Middle Quartile	94.81%	5.19%	100.00%
Upper Quartile	83.12%	16.88%	100.00%
Grand Total	91.88%	8.12%	100.00%

**Detail for September 2017 figures**

	Male	Female	Pay Gap
Mean	£19.08	£12.96	32.07%
Median	£17.94	£9.72	45.85%

**Quartile Numbers**

	Female	Male	Grand Total
Lower Quartile	74	3	77
Lower Middle Quartile	72	5	77
Upper Middle Quartile	73	4	77
Upper Quartile	64	13	77
Grand Total	283	25	308