

# Pickwick Academy Trust



## Gender Pay Gap Report 2020

Pickwick Academy Trust comprises 5 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 2019 covering four of our schools and centrally based staff. The fifth school joined the Trust on 1 November 2019. Our Gender Pay Gap is:

Mean gender pay gap                    20%  
Median gender pay gap                 38%

These figures show a decrease compared to 2018 by 7% and 4% respectively.

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

Quartile	% Female	% Male	% Total	
Lower Quartile	96.3	3.7	100	Lower male than 2018
Lower Middle Quartile	93.8	6.2	100	Higher male than 2018
Upper Middle Quartile	91.4	8.6	100	Higher male than 2018
Upper Quartile	85.2	14.8	100	Higher male than 2018
<b>Grand Total</b>	<b>91.7</b>	<b>8.3</b>	<b>100</b>	

	Male	Female	Pay Gap	
<b>Mean (per hour)</b>	£17.68	£14.14	20.01%	
<b>Median (per hour)</b>	£16.14	£10.72	37.61%	The Male median has gone down slightly despite the pay rise

This data is based on very small changes in staff numbers in each quartile.

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 a high percentage of the workforce is female. Women are well represented at all levels within the Trust. We recognise that there is a low percentage of males at all levels of the Trust. This is not uncommon in the primary education landscape. 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 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.



James Passmore  
CEO

Date: 11.03.20