

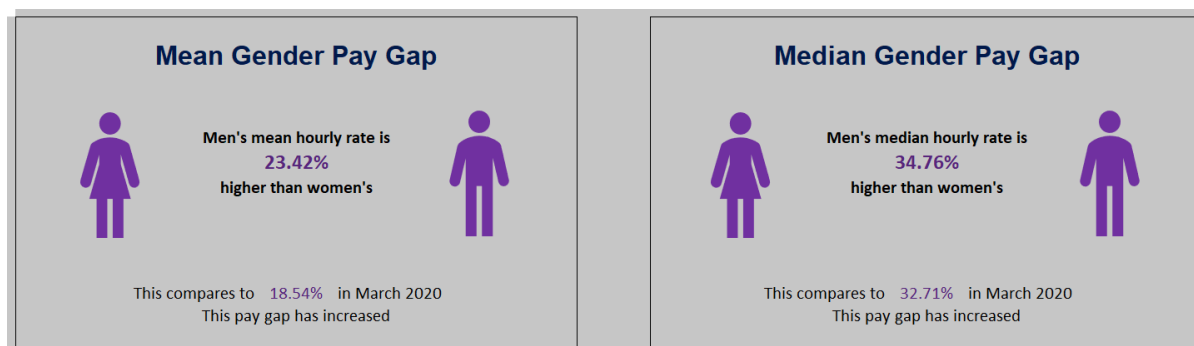


Gender Pay Gap Report 2022

Pickwick Academy Trust now comprises 8 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 2021 and covers the five schools within our trust at that date and centrally based staff. Our Gender Pay Gap is:



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

Quartile	% Female	% Male	% Total	Comparison
Lower Quartile	95.06	4.94	100	Lower female than 2020
Lower Middle Quartile	96.30	3.70	100	Higher female than 2020
Upper Middle Quartile	87.65	12.35	100	Higher female than 2020
Upper Quartile	90.12	9.88	100	Lower female than 2020
Grand Total	92.28	7.72	100	Overall lower male than 2020

	Male	Female	Pay Gap	
Mean (per hour)	£19.56	£14.98	23.42%	This gap has increased
Median (per hour)	£16.27	£10.62	34.76%	This gap has increased slightly

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 and at the time of this data analysis, 83% of our Executive Leaders were female and 82 % of our Heads and Deputies were female which is higher than the national picture of 67%.

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
Chief Executive Officer

Date: March 2022