

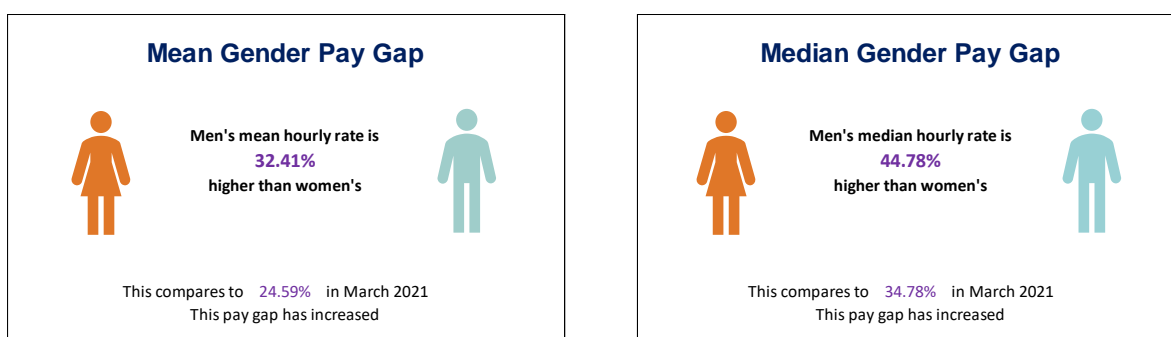


Gender Pay Gap Report 2023

Pickwick Academy Trust now comprises 9 primary schools within Wiltshire and Dorset. 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 2022 and now covers the eight 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	
Lower Quartile	97.44	2.56	100	Higher female % than 2021
Lower Middle Quartile	97.46	2.54	100	Higher female % than 2021
Upper Middle Quartile	89.74	10.26	100	Higher female % than 2021
Upper Quartile	86.32	13.68	100	Lower female % than 2021
Grand Total	92.75	7.25	100	Overall lower male than 2021

	Female	Male	Pay Gap	
Mean (per hour)	£14.83	£21.94	32.41%	This gap has increased
Median (per hour)	£10.80	£19.56	44.78%	This gap has increased

Given the current size of our trust, it is important to highlight that small changes in staffing in each quartile can affect the figures in a greater way. Figures for 2021/22 also acknowledge the change in staff numbers and structure that an additional three schools have contributed to.

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, 63% of our Executive Leaders were female and 83 % of our Heads and Deputies were female which is higher than the national picture of 69%.

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.

Pickwick Academy Trust continues to follow the School Teachers Pay and Conditions document and local government pay scales for support staff. It actively reviews its approach to recruitment and retention of all staff, especially given the current recruitment challenges. 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 by developing our CPD offer and People Strategy to ensure that we are seen as an employer of choice.

This report and its data provide 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 2023