



Gender Pay Gap Report 2017

Keith Perry
Chief Operating Officer
23 March 2018

Snapshot date: 31st March 2017

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	22.9	26.7

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	0.00	0.00

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0.00
Female employees (% paid a bonus compared to all female employees)	0.00

Proportion of male and female employees according to quartile pay bands

	Quartile 1 Lower	Quartile 2 Lower Middle	Quartile 3 Upper Middle	Quartile 4 Upper
Male (% males to all employees in each quartile)	15.7	9.8	13.4	28.9
Female (% females to all employees in each quartile)	84.3	90.2	86.6	71.1

Supporting statement

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for the Wessex Learning Trust.



Signature:

Date: 23 March 2018

Status/position: Chief Operating Officer

Optional supporting narrative

Wessex Learning Trust 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.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up.

The majority of staff are in the lower pay quartiles and the workforce is predominantly female. Therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected.

The overall pay gap reflects workforce composition rather than pay inequalities.