

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