

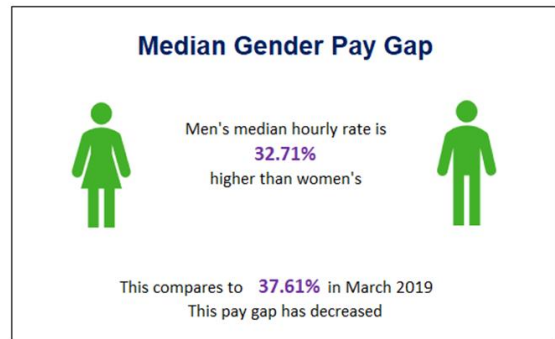


## Gender Pay Gap Report 2021

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 2020 covering our schools 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	96.3	3.7	100	These are the same as 2019
Lower Middle Quartile	95.0	5.0	100	Lower male than 2019
Upper Middle Quartile	86.4	13.6	100	Higher male than 2019
Upper Quartile	91.3	8.7	100	Lower male than 2019
<b>Grand Total</b>	<b>92.2</b>	<b>7.8</b>	<b>100</b>	Overall lower male than 2019

	Male	Female	Pay Gap	
<b>Mean (per hour)</b>	£18.12	£14.76	18.54%	This gap has decreased
<b>Median (per hour)</b>	£15.35	£10.33	32.71%	This gap has decreased

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  
Chief Executive Officer

Date: April 2021