Windsor Academy Trust
Gender Pay Gap Report 2021

We are

Gender pay gap at WAT

WAT operates as an Equal Opportunities employer. We are confident that men and women are paid equally for doing equivalent roles across the WAT family. In determining pay for our employees, we have adopted national agreements for the pay of teachers and professional services staff, and have always ensured full compliance with equal pay.

Underpinning all our actions, irrespective of gender, are transparent policies including Equality Policy; Recruitment and Selection Policy; Leave of absence policy; Flexible Working Policy and Shared Parental Leave Policy. These policies set out our commitment to ensure fair and equal treatment for all and can be accessed on our website.

Factors influencing our gender pay gap

While we employ more women than men, our gender pay gap is due to the higher proportion of men employed by WAT who are in the top pay quartile and the higher proportion of women in the lower pay quartile.

This is a national picture, particularly in schools where some roles create a cultural gender split. For example, there are more female staff employed in professional services roles such as teaching assistants, midday supervisors and cleaners, and these roles mostly fall into the lower quartile.

This creates a gender pay gap when looking at mean and median for whole staffing figures, although not within grades. WAT can confirm there is no variation in pay between female and male staff who are undertaking the same role.

It is also worth noting that during this reporting year, additional hours were worked as a direct impact of the Covid-19 pandemic. For instance, extra cleaning duties and lunchtime supervision were undertaken in line with WAT's risk assessment.

Taking Action

WAT remains committed to gender equality in the workplace, and reducing the gender pe are m 6.6f1 0 0 1s4(o)13S.aro0(,)6( )-4(pan(h)13( )-4(n)10(,)6( )-4(p-4(p(i)6n pr)-)6n)13(g)0 G[T)j)3(au)3(t)6-d)8(cl)6)-4(pa)3(y)1 by W and