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The logo features the text "The Boston Witham Academies Federation" centered within a black rectangular field. A thick, red, curved swoosh element sweeps across the bottom and right sides of the black field. The word "Academies" is rendered in red, while "The Boston Witham" and "Federation" are in white.

**The Boston Witham  
Academies Federation**

GENDER PAY GAP 2016/2017- THE BOSTON WITHAM ACADEMIES FEDERATION

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## INTRODUCTION

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The Boston Witham Academies Federation is required by law to publish an annual gender pay gap report. Under the Equality Act 2010 men and women must receive equal pay for the same work, equivalent work or work of equal value. The Boston Witham Academies Federation is committed to equal opportunities and equal treatment for all employees, as such we are confident that a gender pay gap does not exist through paying men more than women but is a result of the roles in which men and women work within the Trust and the salaries these positions attract.

## GENDER PAY GAP INFORMATION

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All information covers the period of April 2016 to April 2017. Taken as of the 30<sup>th</sup> March 2017 for a snapshot of the academic year 2016/2017. In the interests of transparency all information is given on the difference between mean and median pay by gender, and as calculated average hourly rate (the gender pay gap). Pay within the Trust is scaled according to position and experience following LCC and Teachers pay guidelines.

### AVERAGE HOURLY RATE FOR MALE AND FEMALE EMPLOYEES 2016/2017

Gender	Average hourly rate	Median
Female	£ 13.54	£ 11.36
Male	£ 15.34	£ 13.01
<b>Gap</b>	<b>11.32%</b>	<b>14.38%</b>

When placed into context these figures can be explained by the greater number of females employed and the greater range of salaries involved. There are currently 338 females employed compared to 104 males. SPOT salaries also contribute to the gender pay gap as this group includes some of the lowest paid employees (Apprentices) and the highest paid employee (CEO).

In the top ten highest paid employees seven are female.

## QUARTILE BREAK DOWN

Sex	Number	Q1	Q2	Q3	Q4
M	104	25%	27%	28%	15%
F	335	75%	73%	72%	85%
<b>Total</b>	<b>439</b>				

Our break down of pay by quartile shows a consistent split of employees at the three higher pay quartiles, while there is a substantial difference in the lowest quartile. This can be explained through the high number of females employed in roles such as mid-day supervisors.

#### BONUS PAYMENTS

Sex	Bonus
M	0
F	0
<b>Gap</b>	<b>0</b>

Employees within The Boston Witham Academies Federation do not receive bonus payments.

#### ASSOCIATE SCALE SALARY BREAKDOWN

We are pleased to note there are few areas where a pay gap exists, where one does exist this is down to differing levels of service or experience. Most employees regardless of sex begin on the bottom of the relevant scale with progression being automatic in the April of each academic year. In some situations new employees may start on high scale point through the matching of salaries based on experience.

Grade	Female(s)	Males(s)	Average £ (f)	Average £ (m)	Average Pay Gap	Median £ (f)	Median £ (m)	Median Pay Gap	Grade Total
G1	10	0	£ 8.62	£ -	-100.00%	£ 7.54	£ -	-100.00%	10
G2	29	0	£ 7.85	£ -	-100.00%	£ 7.85	£ -	-100.00%	29
G3	94	17	£ 9.50	£ 9.47	-0.30%	£ 9.35	£ 9.69	3.58%	111
G4	19	9	£ 9.88	£ 9.79	-0.94%	£ 9.64	£ 9.90	2.67%	28
G5	21	6	£ 11.74	£ 11.06	-6.11%	£ 12.74	£ 11.19	-13.85%	27
G6	6	4	£ 12.29	£ 11.53	-6.62%	£ 12.32	£ 11.30	-8.98%	10
G7	1	1	£ 12.44	£ 13.67	8.97%	£ 12.44	£ 13.67	8.97%	2
G8	1	1	£ 14.87	£ 15.52	4.16%	£ 14.87	£ 15.52	4.16%	2
G9	2	0	£ 17.12	£ -	-100.00%	£ 17.12	£ -	-100.00%	2
G15	0	1	£ -	£ 29.96	100.00%	£ -	£ 29.96	100.00%	1

#### SPOT SALARY BREAKDOWN

Grade	Female(s)	Males(s)	Average £ (f)	Average £ (m)	Average Pay Gap	Median £ (f)	Median £ (m)	Median Pay Gap	Grade Total
SPO	16	11	£ 7.61	£ 17.92	57.52%	£ 5.78	£ 3.88	-49.09%	27

Spot salaries account for the largest variance in average pay, this variance is due to the vastly different positions within the salary scale. The types of employees within this scale range from apprentices to the Trust CEO.

#### TEACHING SCALE SALARY BREAKDOWN

Grade	Female(s)	Males(s)	Average £ (f)	Average £ (m)	Average Pay Gap
UT1	0	3	£ -	£ 9.64	0.00%
UT2	1	1	£ 10.66	£ 10.66	0.00%
UT3	1	0	£ 11.89	£ 11.89	-100.00%
UT4	0	1	£ -	£ -	100.00%
UT5	0	1	£ -	£ -	100.00%
UT6	1	3	£ 15.25	£ -	0.00%
M1	12	7	£ 13.28	£ 13.28	0.00%
M2	13	5	£ 14.20	£ 14.20	0.00%
M3	4	1	£ 15.34	£ 15.34	0.00%
M4	7	1	£ 16.19	£ 16.19	0.00%
M5	0	0	£ -	£ -	100.00%
M6	5	3	£ 16.25	£ 16.52	0.00%
M7	4	1	£ 17.00	£ 17.00	0.00%
M8	1	2	£ 17.65	£ 17.65	0.00%
M9	1	0	£ 18.33	£ -	-100.00%
M10	19	4	£ 19.43	£ 19.43	0.00%
UP1	14	6	£ 20.84	£ 20.84	0.00%
UP2	7	5	£ 21.40	£ 21.40	0.00%
UP3	23	5	£ 22.41	£ 22.41	0.00%
L2	1	0	£ 20.99	£ -	-100.00%
L5	0	1	£ -	£ 25.58	100.00%
L7	1	0	£ 26.53	£ -	-100.00%
L8	2	0	£ 26.87	£ -	-100.00%
L10	1	1	£ 28.25	£ 28.25	0.00%
L11	1	0	£ 29.27	£ -	-100.00%
L14	2	1	£ 31.15	£ 31.15	0.00%
L17	3	1	£ 33.53	£ 33.53	0.00%
L19	1	1	£ 35.22	£ 35.22	0.00%
L21	1	0	£ 37.36	£ -	-100.00%
L22	2	0	£ 38.10	£ -	-100.00%

A breakdown of the teaching pay scales shows no gender pay gap as rates of pay as scales are standardised across the profession.

## METHODOLOGY

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Data has been gathered from Trust payroll records for the reporting periods. The calculations have been made as follows:

- Average hourly rate has been calculated by obtaining the total hourly rate of male and female, dividing by the number of male and female employees to provide the average (or mean figure), then subtracting the female rate from the male rate, divided by the male rate and multiplied by 100 to give a percentage.
- To calculate the average of basic pay we captured the annual salary of each person (for on-scale and off-scale employees). The total value for each grade is then divided by the number of occupants of each position at the grade and in the total population:  $\text{sum (FTE x salary)} \div \text{sum (FTE)}$
- To calculate the median pay gap: 
$$\frac{\text{male median salary} - \text{female median salary}}{\text{male staff median salary}}$$
- The mean pay gap for gender is calculated by: 
$$\frac{\text{male mean salary} - \text{female mean salary}}{\text{male mean salary}}$$

## EQUAL PAY STATEMENT

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The Trust is committed to ensuring it does not discriminate against any and all protected characteristics including sex. The Trust will continue to monitor and proactively manage its workforce to ensure equality through all levels of its employment.