



## The Governing Board of the Isle of Wight Education Federation - Gender Pay Gap Report and supporting statement 2022/23

The Governing Board is committed to publishing its Gender Pay Gap data together with a genuine commitment that we will work to narrow any gaps. In an increasingly diverse world, we recognise that we have a responsibility to ensure that our staff feel valued, included and rewarded in equal measures.

Roles are evaluated against the job description/person specification and not the post-holder or applicant, removing gender or any other personal characteristics of existing or potential post-holders. Therefore, we are confident that the Governing Board as the employing body is paying the same salary to roles of assessed equal value.

The Governing Board is an employer required by law to undertake Gender Pay reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation: it will not involve publishing an individual employee's data.

We have published the result on our own website as well as the Government's website.

Mean pay gap	13.45%	
Median pay gap	12.64%	
Mean bonus gap	0%	
Median bonus gap	0%	
Proportion of different genders receiving bonus payment	0% Male	0% Female
Proportion of different genders in lower quartile	23% Male	77% Female
Proportion of different genders in lower middle quartile	27% Male	73% Female
Proportion of different genders in upper middle quartile	35% Male	65% Female
Proportion of different genders in upper quartile	40% Male	60% Female

The Governing Board employed a total of 299 full relevant pay employees on the relevant date of 31st March 2023; 206 were female and 93 were male.

**There has been a closing of the gap in both of the main calculations the Mean Pay Gap and the Median Pay Gap compared to last year. There has been a slight closing of the gaps in the Lower Quartile, the Lower Middle Quartile and the Upper Quartile, but a slight increase in the Upper Middle Quartile.**

**The reasons for the improvements are the changes in personnel as well as the overall reduction in the overall number of full relevant pay employees paid on the relevant date. This in part is due to the internal/practice examinations during the Spring Term and the timing of Exam Invigilators submitting their pay claims.**

**The Governing Board's key values include celebrating diversity and breaking down barriers to success. The Governing Board is committed to equality and diversity as well as reducing barriers by offering fair opportunities to all staff. This commitment includes providing opportunities to all, regardless of gender or any other reason that cannot be justified in job-related terms.**

**The Governing Board applies pay structures which are appropriate for the job roles. Teaching Staff pay ranges are defined by the School Teachers' Pay and Conditions Document, and those for support staff are in accordance with the NJC pay scales for Local Government staff. We do not make bonus payments to any staff.**

**It is recognised that in the education sector:**

- **more women apply to work in the sector due to attractive working patterns i.e. part-time and term-time contracts to work around caring responsibilities**
- **part-time work can be less highly paid**
- **many female returners to employment apply to the public sector**
- **female staff are more likely to have career breaks and may not progress into senior leadership roles**

**Considering the outcomes of this report, as well as the context of the education sector, the Governing Board will continue to look for ways to close the gap year-on-year and to do this we are committed to:**

- **promoting our female role models internally and externally**
- **improving opportunities for flexible working**
- **ensuring that development and learning opportunities are available to all**
- **making the lower salary roles more attractive to men using male role models**



**Richard Bridgford  
Chair of the Governing Board  
Date: 29 November 2023**