

Gender Pay Gap Reporting

Snapshot Date 31st March 2017

1 Mean gender pay gap in hourly pay: how to calculate

The mean gender pay gap is the difference between the arithmetical mean of all hourly pay rates for male employees and female employees

	All Staff	Teaching Staff	Non Teaching Staff
Mean Male Hourly Rate of Pay	£23.96	£29.13	£11.91
Mean Female Hourly Rate of Pay	£15.33	£27.67	£9.37
Difference in Hourly Rate	£8.63	£1.46	£2.54
Mean Gender Pay Gap	36.02%	5.0%	21.3%

2 Median gender pay gap in hourly pay: how to calculate

The median gender pay gap is the difference between the median (mid-point) hourly pay rate for male employees and female employees

	All Staff	Teaching Staff	Non Teaching Staff
Median Male Hourly Rate	£24.99	£28.64	£9.96
Median Female Hourly Rate	£9.61	£28.04	£8.19
Difference in Hourly Rate	£15.38	£0.60	£1.77
Median Gender Pay Gap	61.5%	2.1%	17.8%

3 Bonus Gender Pay Gap Analysis

There are no bonus schemes in place for Trust employees and therefore the Bonus Gender Pay Gap is not applicable to Hatton Academies Trust

4 Gender Pay Gap Analysis by Quartile

All Staff

Quartile	Male		Female		Total	
	No.	%	No.	%	No.	%
Upper Quartile	27	33.3%	54	66.7%	81	100%
Upper Middle Quartile	21	25.9%	60	74.1%	81	100%
Lower Middle Quartile	9	11.1%	72	88.9%	81	100%
Lower Quartile	3	3.7%	78	96.3%	81	100%
Total No. of Employees	60	19%	264	81%	324	100%

Teaching Staff

Quartile	Male		Female		Total	
	No.	%	No.	%	No.	%
Upper Quartile	12	37.5%	20	62.5%	32	100%
Upper Middle Quartile	13	40.6%	19	59.4%	32	100%
Lower Middle Quartile	7	21.9%	25	78.1%	32	100%
Lower Quartile	10	31.3%	22	68.8%	32	100%
Total No. of Teaching Staff	42	32.8%	86	67.2%	128	100%

Non Teaching Staff

Quartile	Male		Female		Total	
	No.	%	No.	%	No.	%
Upper Quartile	7	14.3%	42	85.7%	49	100%
Upper Middle Quartile	8	16.3%	41	83.7%	49	100%
Lower Middle Quartile	0	0.0%	49	100.0%	49	100%
Lower Quartile	3	6.1%	46	93.9%	49	100%
Total No. of Non Teaching Staff	18	9.2%	178	90.8%	196	100%