

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

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

	All Staff	All Teaching Staff	Non Teaching Staff
Mean Male Hourly Rate of Pay	£25.89	£34.94	£12.31
Mean Female Hourly Rate of Pay	£19.05	£31.53	£10.84
Difference in Hourly Rate	£6.83	£3.40	£1.47
Mean Gender Pay Gap	26.4%	9.7%	12.0%

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	All Teaching Staff	All Support Staff
Median Male Hourly Rate	£24.19	£34.72	£10.12
Median Female Hourly Rate	£12.10	£30.87	£9.55
Difference in Hourly Rate	£12.09	£3.85	£0.57
Median Gender Pay Gap	50.0%	11.1%	5.7%

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	24	30%	56	70%	80	100%
Upper Middle Quartile	16	20%	65	80%	81	100%
Lower Middle Quartile	16	20%	64	80%	80	100%
Lower Quartile	4	5%	77	95%	81	100%
Total No. of Employees	60	19%	262	81%	322	100%

4 Gender Pay Gap Analysis by Quartile (cont)

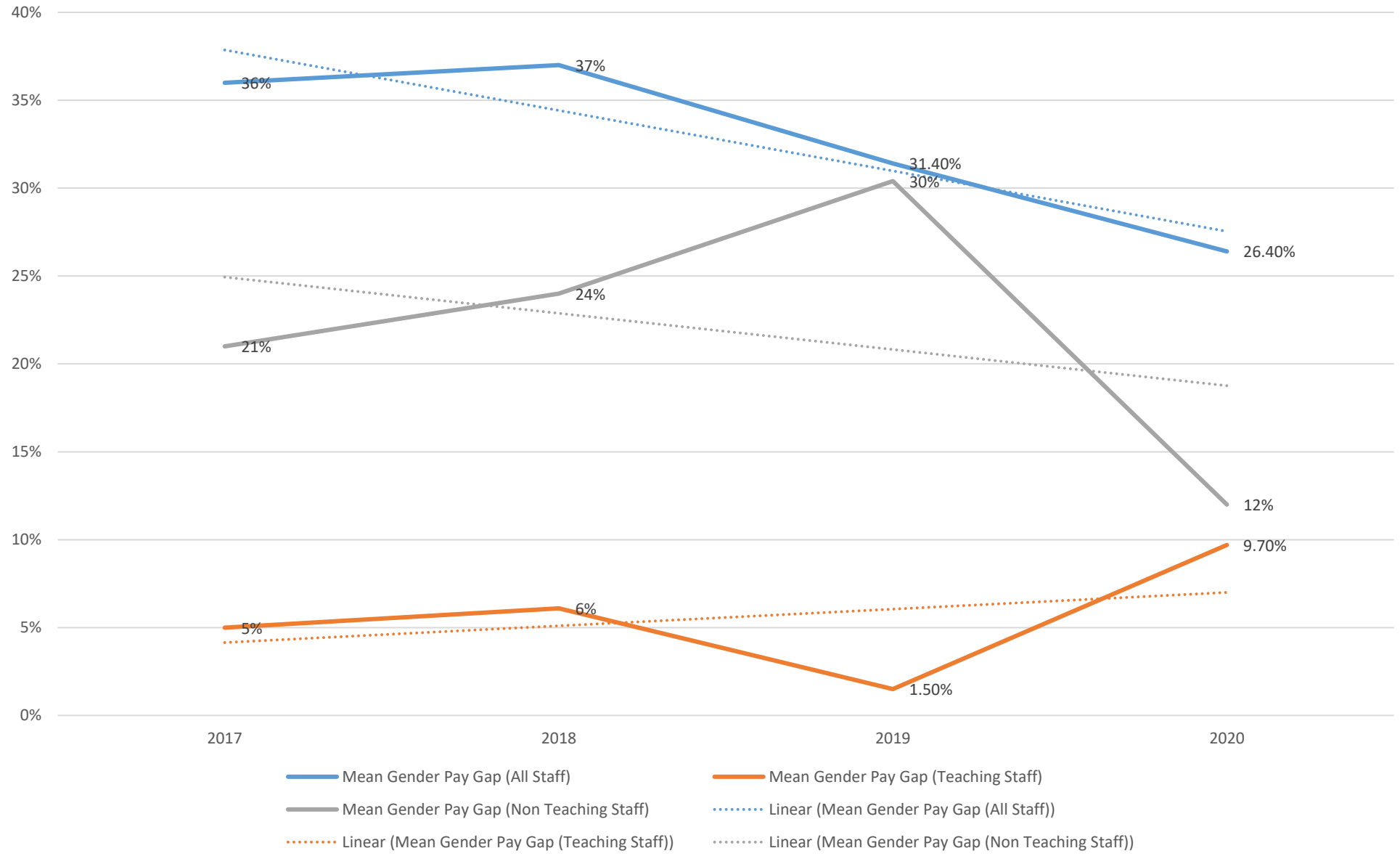
TEACHING STAFF

Quartile	Male		Female		Total	
	No.	%	No.	%	No.	%
Upper Quartile	13	37%	22	63%	35	100%
Upper Middle Quartile	9	26%	26	74%	35	100%
Lower Middle Quartile	6	17%	29	83%	35	100%
Lower Quartile	8	23%	27	77%	35	100%
Total No. of Employees	36	26%	104	74%	140	100%

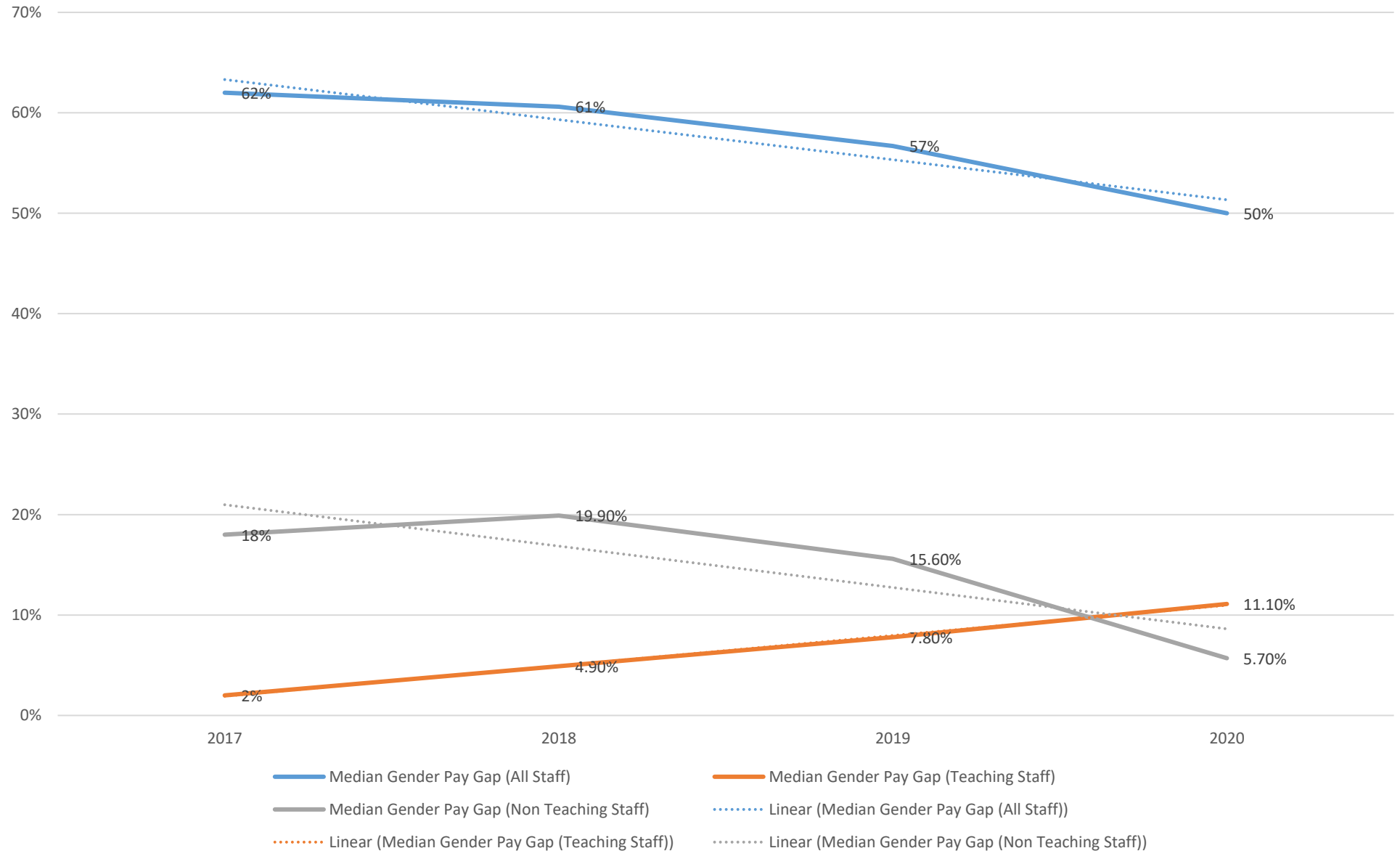
NON TEACHING STAFF

Quartile	Male		Female		Total	
	No.	%	No.	%	No.	%
Upper Quartile	9	20%	36	80%	45	100%
Upper Middle Quartile	6	13%	40	87%	46	100%
Lower Middle Quartile	9	20%	36	80%	45	100%
Lower Quartile	0	0%	46	100%	46	100%
Total No. of Employees	24	13%	158	87%	182	100%

Appendix 2 - Hatton Academies Trust: Mean Gender Pay Gap Trend



Appendix 3 - Hatton Academies Trust: Median Gender Pay Gap Trend



Appendix 4

Hatton Academies Trust

Gender Pay Gap - 4 Year Trend Analysis

Year	2017	2018	2019	2020
Mean Gender Pay Gap (All Staff)	36%	37%	31.40%	26.40%
Mean Gender Pay Gap (Teaching Staff)	5%	6%	1.50%	9.70%
Mean Gender Pay Gap (Non Teaching Staff)	21%	24%	30%	12%

Year	2017	2018	2019	2020
Median Gender Pay Gap (All Staff)	62%	61%	57%	50%
Median Gender Pay Gap (Teaching Staff)	2%	4.90%	7.80%	11.10%
Median Gender Pay Gap (Non Teaching Staff)	18%	19.90%	15.60%	5.70%

Year	2017	2018	2019	2020
Male Employees (Teaching)	42	42	45	36
Female Employees (Teaching)	86	92	98	104
Male Employees (Non Teaching)	18	15	15	24
Female Employees (Non Teaching)	178	162	144	158
Male Employees (Total)	60	57	60	60
Female Employees (Total)	264	254	242	262