

Introduction

The gender pay gap is the difference in average earnings (based on an hourly rate) between all men and women in an organisation. It compares hourly rates at all levels of the organisation.

It is different to equal pay, which is about the difference in actual earnings of men and women doing the same work.

Since April 2017, employers with 250 or more employees are required to publish information on their gender pay gap annually. The pay gap must be reported on in 6 different ways.

1. The mean gender pay gap
2. The median gender pay gap
3. The mean gender bonus gap
4. The median gender bonus gap
5. The proportion of men and women who received bonuses
6. The proportion of men and women according to quartile pay bands

In respect of Items 3, 4 and 5 above, a nil return will be submitted for the Trust, as performance bonuses do not feature in Trust pay policy.

The mean gender pay gap is the difference between the arithmetical mean hourly rate of pay of male employees and that of female employees.

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

HAT Gender Profile

The percentage of female staff employed by the Trust at the snapshot date in March 2021 is 81%, which is identical to the snapshot date in March 2020.

HAT Pay Policy Impact on Gender Pay Gap

The significant majority of staff employed by the Trust are paid on pay ranges of several scale points to enable pay progression based on performance. This system of progression leads to differences in pay that arise in any or a combination of the following ways:

- a) Negotiation of salaries on commencement of employment or for retention purposes (e.g. for those who may threaten to leave from posts subject to recruitment shortage)
- b) Salaries are intrinsically linked to length of service by virtual of annual increments
- c) Alteration of scales and establishment of new pay ranges when additional responsibilities are allocated into job descriptions on review
- d) Award of pay progression in excess of one pay point (e.g. "double" or "triple jumping"). This creates differences in pay based on one leaders view of an employee performance compared to another.

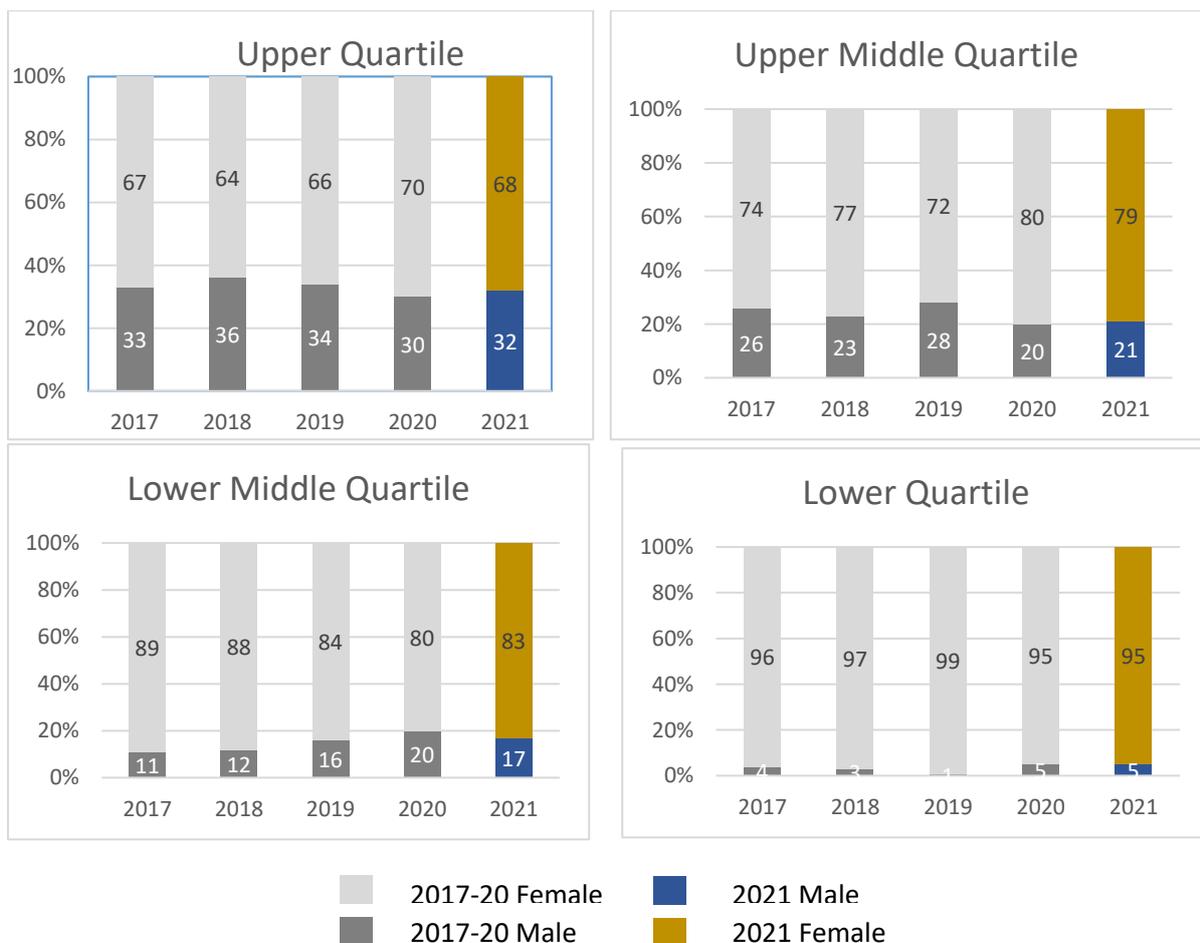
- e) Differential national pay awards for Teaching and Non Teaching staff also affect pay differentials.

HAT Gender Pay Gap

	2021	2020	2019	2018	2017
Mean Gender Pay Gap	29%	36%	37%	31%	26%
Median Gender Pay Gap	50%	62%	61%	57%	50%
Mean Gender Bonus Gap	N/A	N/A	N/A	N/A	N/A
Median Bonus Gender Pay Gap	N/A	N/A	N/A	N/A	N/A
Proportion Receiving Bonus	N/A	N/A	N/A	N/A	N/A

All gaps identified above are in favour of male employees.

Chart 1: Proportions of Male and Female Staff in Each Pay Quartile at 31st March 2017-2021



Analysis of Gender Pay Gap Data

The Trust's mean gender pay gap has reduced to 29% in March 2021 from 36% in March 2020 and its median gender pay gap has reduced to 50% in March 2021 from 62% in March 2020.

Analysis shows that the principal reason for the remaining mean gender gap is the proportion of male and female staff employed at different grades and on different pay scales (i.e, teaching and non teaching payscales).

Although there are more women than men in the Trust, there continues to be a trend that more women occupy the lower paid grade posts within the Trust.

We attribute the median gender pay gap in favour of male employees to the fact that 71% of the male staff in the Trust occupy teaching and other managerial roles in the upper middle and upper quartiles.

Conclusion and Recommendations

The Gender Pay Gap data in this report is an indicator of the roles female employees have in the Trust in relation to male employees. It does not tell the full story of whether gender pay inequalities exist within the Trust. In order to monitor whether inequalities exist, we must supplement this data with a wider evidence base using other information sources like:

- Recruitment proportions of men and women (applications, appointments, internal/external applicants)
- Reviews of starting salaries and pay ranges in similar roles in the Trust
- Review of Performance Related Pay for males and females in equivalent roles
- The proportion of women and men who return to work after maternity /paternity / adoption leave to resume their original roles
- Retention rates for those on maternity / paternity / adoption leave after 12 months
- Separate Gender Pay Gap figures for full and part time employees (analysed by male and female)

Jobs in educational establishments, due to the very nature of the manner in which school terms and school holidays operate, have become more popular with female workers, presumably due to the flexibility of school holidays for those workers with children. The high levels of female employees in the Trust workforce reflect that the societal norm of mothers caring for children outside of school terms still exists, almost unchanged in 5 years of gender pay gap reporting.

The Trust, like all educational establishments, will continue to face the ongoing HR challenge to reduce the gender pay gap.