

## GENDER PAY DATA

The Gender Pay Gap is a measure of the difference between the average hourly earnings of male and female employees and should not be confused with equal pay, which the Trust has a legal obligation to guarantee to every employee. The Trust takes its responsibilities for equal pay very seriously and has in place robust policy measures to ensure that staff in equivalent roles are paid at the same rate.

The Trust has an unwavering commitment to supporting diversity in the workplace and throughout its recruitment and pay policies and processes, there are safeguards in place to ensure that every employee enjoys the equality of opportunity to pay, conditions and continued personal and professional development.

In the data below, this is demonstrated by the upper quartile information which demonstrates that 73.4% of female employees are paid in the upper quartile, reflecting the number of successful female leaders and managers within the Trust.

It is clear that a large proportion of females continue to occupy roles in the lower and lower middle quartiles, mainly administration, catering and classroom support roles. This accounts for the mean rate of pay for female staff being 26% lower than for male staff. This is in line with the picture of the state education sector, where recruitment applications to these roles tend to be received from women.

Hatton Academies Trust remains committed to closing the gender pay gap; a key part of our dedication to promote equality, diversity and inclusion within its workforce.

### Difference in Hourly Rates of Pay

All roles within the Trust are assimilated to standard pay scales and therefore equivalent roles will receive the same remuneration regardless of gender or any other characteristic. The Trust currently has a higher proportion of female employees within all pay quartiles, as illustrated below. The low numbers of male employees in the lower two pay quartiles results in average pay across the Trust being higher for males.

#### Quartile Data



## Gender Pay Gap

	2023	2022
Mean GPG*	26%	31%
Median GPG**	47%	49%

\* The mean gender pay gap signifies that the mean hourly rate for female employees is 26% lower than male employees. This has reduced from 31% in 2021/22.

\*\* The median gender pay gap signifies that the median (midpoint) hourly rate for female employees is 47% lower than male employees. This has reduced from 49% in 2021/22.

### Analysis of Gender Pay Gap Data

The Trust's mean and median gender pay gap has reduced in 2022/23. Analysis shows that the principle 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 pay-scales).

Although there are more women (264) than men (55) in the Trust, there continues to be a trend that more women occupy the lower paid posts within the Trust which are contracted for term time only.

It should be noted that at the snapshot date on 31<sup>st</sup> March 2023, 67% (73% in March 2022) of the male staff (37 out of 55) in the Trust occupy teaching and other managerial roles in the upper middle and upper quartiles, compared to 46% (45% in March 2022) of the female staff (122 out of 264).