

## Introduction

The Trust is statutorily required to monitor and report annually on its gender pay gap, based on the difference in average hourly earnings between all men and women in an organisation. The Trust is required to report on two genders only; male and female.

The Gender Pay Gap is different to equal pay, which is about the difference in actual earnings of men and women doing the same work. However, analysis of the gender pay gap is important to understand those factors which contribute to the gap, which could demonstrate the bias that may exist in an organisation.

The pay gap must be reported on in different measures.

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 the Trust's 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 2024 is 82%, which is 1% lower than that at the snapshot date in March 2023.

## 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 can lead to differences in pay that arise in any or a combination of the following ways:

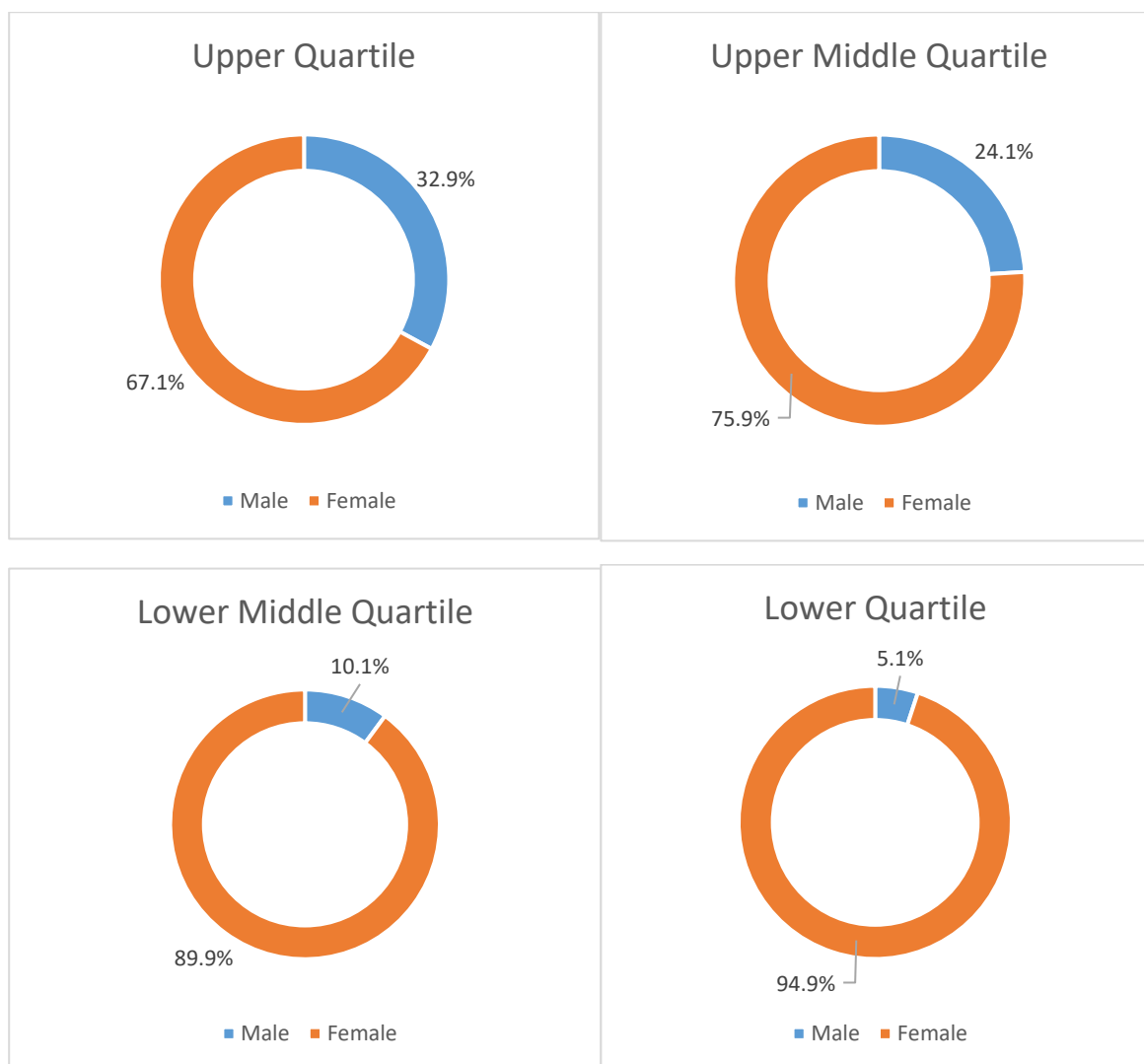
- a) Negotiation of salaries on commencement of employment or for retention purposes (e.g. for those who may be considering leaving a post subject to recruitment shortages).
- b) Salaries are intrinsically linked to length of service by virtue of annual increments.
- c) Alteration of scales and establishment 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. This can create differences in pay based on exceptional employee performance.
- e) Differential national cost of living awards for Teaching and Non-Teaching staff also affect hourly pay differentials. For example, in September 2023, teaching staff received an award of 6.5%, compared to the non-teaching staff uplift which ranged from 9.4% (for lowest paid staff) to 4.5% for those in managerial roles.

- f) Recruitment and retention payments made to strategically retain staff in shortage areas may also create a pay differential where applied.

#### HAT Gender Pay Gap and Quartile Data

	2024	2023
Mean Gender Pay Gap	34%	26%
Median Gender Pay Gap	56%	47%
Mean Gender Bonus Gap	N/A	N/A
Median Bonus Gender Pay Gap	N/A	N/A
Proportion Receiving Bonus	N/A	N/A

All gaps identified above are in favour of male employees.



## Analysis of Gender Pay Gap Data

The Trust's mean gender pay gap has increased to 34% in March 2024 from 26% in March 2023 and its median gender pay gap has increased to 56% in March 2024 from 47% in March 2023.

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 pay-scales).

Although there are more women (259) than men (57) 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. For example, 95% of those staff in the lower pay quartile are female.

It should be noted that at the snapshot date on 31<sup>st</sup> March 2024, 78% (67% in March 2023) of the male staff (45 out of 57) in the Trust occupy teaching and other managerial roles in the upper middle and upper quartiles, compared to 44% (46% in March 2023) of the female staff (113 out of 259). This signifies that female staff make up 72% of the upper and upper middle quartiles (113 out of 158).

## Conclusion

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 terms of discriminatory treatment. In order to monitor whether pay inequalities truly exist, we must supplement this data with a wider evidence base using other information sources to establish whether any bias exists:

- 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, possibly 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 current societal norm of mothers caring for children outside of school terms still exists, and has not changed significantly in the last 5 years.