



## HANLEY AND UPTON EDUCATIONAL TRUST

### GENDER PAY GAP REPORT

**Snapshot date 31<sup>st</sup> March 2023**

#### Introduction

The Hanley and Upton Educational Trust (HUET) is required to report annually on the trust's Gender Pay Gap (GPG) in line with current legislation requirements for employers with more than 250 employees.

The GPG is a high level snapshot of pay in the trust and shows the difference in the average pay between male and female employees.

The data provided is based on pay information as at 31<sup>st</sup> March 2023 at which time the trust consisted of four schools:-

- Hanley Castle High School
- Kempsey Primary School
- Welland Primary School
- Hanley Swan Primary School

All teachers and leadership staff are paid in line with the School Teachers Pay and Conditions Document (STPCD) and support staff are paid in line with the National Joint Council (NJC) and the principles of the green book.

#### The GPG calculation

At the snapshot date of 31<sup>st</sup> March 2023, 75.2% were female and 24.8% were male. Total staff were 262 but only 242 were relevant full-pay employees.

| Number of employees | Male  | Female | Total | Percentage |
|---------------------|-------|--------|-------|------------|
| Teachers            | 36    | 63     | 99    | 40.9%      |
| Support staff       | 24    | 119    | 143   | 59.1%      |
| <b>Total</b>        | 60    | 182    | 242   |            |
| <b>Percentage</b>   | 24.8% | 75.2%  | 100%  |            |

The mean GPG for the trust is 29.85%.

The mean hourly rate of pay for males was calculated at £28.74 compared to £20.16 for females.

The median GPG for the trust is 53.64%.

The median hourly rate of pay for males was calculated at £28.39 compared to £13.16 for females.

#### Proportion of male and female employees according to quartile pay bands

|        |             | Lower quartile | Lower middle quartile | Upper middle quartile | Upper quartile | Overall    |
|--------|-------------|----------------|-----------------------|-----------------------|----------------|------------|
| Male   | Number<br>% | 6<br>10%       | 15<br>25%             | 11<br>18%             | 28<br>47%      | 60<br>25%  |
| Female | Number<br>% | 54<br>90%      | 46<br>75%             | 50<br>82%             | 32<br>53%      | 182<br>75% |
| Total  |             | 60             | 61                    | 61                    | 60             | 242        |

The regulations also require bonus payments to be published but the HUET did not make any bonus payments at the snapshot date in the bonus pay period, which is the 12 months ending with the snapshot date.

### **Equal pay and the GPG**

It is important to clarify that the GPG is the difference in pay between men and women irrespective of their job role. This is different from equal pay which requires men and women being paid the same for similar roles. The HUET is committed to equal opportunities for all employees in line with the Equality Act 2010.

### **The HUET GPG**

Whilst the GPG for the trust is 29.85%, this is in line with the education section and is influenced by several factors:

- There is a high proportion of female employees (75.2%) that fulfil part time or term time roles to provide the flexibility needed for family life.
- The majority of staff undertaking lower quartile roles are female 90%.
- The lower quartile roles such as cleaning, midday supervision, Learning Support Assistants, Exam Invigilators and Administrators all fall in the lower and lower middle quartile.
- The data above illustrates a good gender balance in the upper quartile in that 53% of top earners are female and 47% are male

### **Summary**

The HUET is committed to the equality of opportunity for all employees and supports the fair treatment of all staff irrespective of gender through our recruitment processes, pay policy and development opportunities. The GPG date will be monitored going forwards and reported annually as required.

The HUET values all employees and will continue to support individuals at all levels irrespective of gender.

The HUET will continue to explore actions to support staff including improving flexible working and helping staff to progress

### **Confirmation Statement**

I confirm that the above information is accurate.

Name: Elaine Wilkins

Position: Business & Finance Director

Date: 22<sup>nd</sup> March 2024

Signature: 