



HANLEY AND UPTON EDUCATIONAL TRUST

GENDER PAY GAP REPORT

Snapshot Date 31st March 2025

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 31st March 2025 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 31st March 2025, 73.6% were female and 26.4% were male which represents a 2% shift from female to male in the year. Total staff were 269 but only 254 were relevant full-pay employees.

Number of employees	Male	Female	Total	Percentage
Teachers	38	62	100	39.4%
Support staff	29	125	154	62.1%
Total	67	187	254	
Percentage	26.4%	73.6%	100%	
Previous Year	24.5%	75.5%		

The mean GPG for the trust is 28.96% compared to 27.05% in March 2024, an increase of 1.9%.

The mean hourly rate of pay for males was calculated at £31.68 (2024: £29.14) compared to £22.51 for females (2024: £21.26).

The median GPG for the trust is 58.92% compared to 47.92% in March 2024 an increase of 10.9%.

The median hourly rate of pay for males was calculated at £34.40 (2024: £25.86) compared to £14.13 for females (2024: £13.47)

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

		Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile	Overall
Male	Number	7	14	18	28	67
	%	10.9%	22.2%	28.1%	44.4%	26.4%
Female	Number	57	49	46	35	187
	%	89.1%	77.8%	71.9%	55.6%	73.6%
Total		64	63	64	63	254

The regulations also require bonus payments to be published but the HUET did not make any bonus payments at 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 28.96%, this is in line with the education sector and is influenced by several factors:

- There is a high proportion of female employees 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 89.1%.
- 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 reasonably good gender balance in the upper quartile in that 44.4% of top earners are male and 55.6% are female.

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

Signature:

Position: CFO

Date: 26th March 2026

