



Herts for Learning Multi Academy Trust Gender Pay Gap Report for 2017/18

The Trust is required by law to publish an annual gender pay gap report. It is also required to upload this information to the relevant Government portal where organisations from the same and different sectors may be viewed for comparison purposes. This may be accessed [here](#).

This is the report for the snapshot date of the 31 March 2018. The report summarises data on all individuals that meet the definition of an employee given in the Equality Act 2010. This is an extended definition, which includes employees and some self-employed people who have to personally carry out the work they do.

Headcount

The report is based on a headcount of 452 employees – 93% were women and 7% men.

Proportion of males and females in each pay quartile

Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Number in Quartile	113	113	113	113
No. Male Quartile	7	7	8	11
No. Female Quartile	106	106	105	102
Male	6.19%	6.19%	7.08%	9.73%
Female	93.81%	93.81%	92.92%	90.27%

Mean Gender Pay Gap	19%	Median Gender Pay Gap	10%
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The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Context

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

The Herts for Learning Multi Academy Trust is committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief,

age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear Equal Opportunities Policy and evaluates job roles and pay grades as necessary to ensure fair structure and pay across the organisation. Pay scales are based on national models (although pay points allocated vary across some areas due to TUPE protections). The Trust is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the composition and distribution of the organisation and the roles in which men and women work and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely to fill more senior roles, while women are more likely to fill support roles. Nationally women are also more likely to work part time.

Within the Herts for Learning Multi Academy Trust many support roles which attract a lower wage are part time, and part time working often attracts more women than men. The majority of the Trust's workforce are women which is indicative of the education sector as a whole. Currently the Trust has only primary academies and this pattern of gender split is even more pronounced in this part of the education sector. In the sector, roles are filled by a proportionately higher percentage of women, whereas senior roles are proportionately filled by a higher percentage of men when compared to the overall composition of the organisation. This can be seen above in the table depicting pay quartiles by gender. This shows the Herts for Learning Multi Academy Trust's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile).

In order for there to be no gender pay gap, the ratio of men to women in each Band would need to reflect the ratio of men to women in the organisation, at the point of the snapshot data for the Trust this would be 93% women and 7% men. The data shows that there is a small increase in the proportion of men as the quartiles increase.

The figures for male and female hourly rates show that there was a gender pay gap in terms of both the median and mean hourly rate. In comparing the mean hourly rate men received 19% more than women and the median hourly rate was 10% higher for men.

What is the Trust doing to address its gender pay gap?

The Herts for Learning Multi Academy Trust is committed to doing all it can to reduce the gap. It recognises that its scope to act is also limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices they make.

The Trust is taking the following steps to promote gender diversity in all areas of its workforce:

Governance

- The Board considers the Trust's gender pay gap in comparison with national and sector averages to contextualise the data presented by the Trust's Executive Officers.

Data and Analysis

- Identifying the proportions of men and women applying for jobs and being recruited.
- Identifying the proportions of men and women leaving the organisation and their reasons for leaving.
- Identifying the numbers of men and women in each role and pay band.

Policy

- Considering the Pay Policy using an equalities review framework
- Promotion of parental and flexible working policies that are equally accessible to all.
- Enhanced shared parental leave entitlements that are equally accessible and promoted to all
- Consulting and encouraging dialogue with those who have protected characteristics

Training and Development

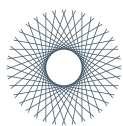
- Planning middle and senior leadership development programmes which are equally accessible to all staff.
- Ensuring both male and female employees are equipped with leadership skills.
- Ensuring adverts and application processes promote males applying for support roles or woman applying for senior roles.
- Recruitment and equality training, tackling issues such as unconscious bias

This first GPG report and its data provides a baseline for the Trust to compare in future years to identify any trends and whether or not the actions identified above are having an impact

I, **Alex Thomas**, Chief Executive Officer, confirm that the information in this statement is accurate.



March 2019



Gender Pay Gap Data 2018

Total Number
452

Proportion Male Staff	
No. of Male Staff	33
0.07	

Proportion Female Staff	
No. of Female Staff	419
0.93	

Gender Pay Statistics

	Average Total Hourly Rate	Total Number of Staff	Mean Hourly Rate
Female	£5,391.79	419	£12.87
Male	£523.98	33	£15.88
Mean Gender Pay Gap	19%		

	Median Hourly Rate
Female	£9.17
Male	£10.22
Median Gender Pay Gap	10%

Bonus Pay Statistics

Total No. of Relevant E'ees
495

Proportion of males receiving a bonus payment	
No. of Male Staff	0
0.00	

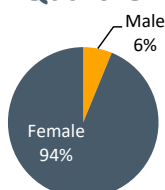
Proportion of females receiving a bonus payment	
No. of Female Staff	0
0.00	

	Average Total Bonus Pay	Total Number of Staff	Mean Hourly Rate
Female	£0.00	0	£0.00
Male	£0.00	0	£0.00
Mean Bonus Gender Pay Gap	0%		

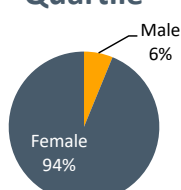
	Median Rate of Pay
Female	£0.00
Male	£0.00
Median Bonus Gender Pay Gap	0%

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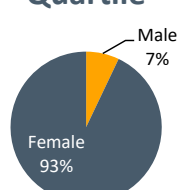
Lower Quartile



Lower middle Quartile



Upper middle Quartile



Upper Quartile

