



Gender Pay Gap Report to March 2023

Introduction

HCAT is an employer required under the Equality Act 2010 to report on the Gender Pay Gap within our workforce. This report shows the difference in pay between men and women across our Trust.

This is different to equal pay, which is the difference in pay between men and women who do the same job and role.

The Trust is committed to ensuring our workforce is representative of the community it serves. We want to attract and retain talented employees from a wide range of backgrounds and with diverse skills and experience to operate as effectively as possible.

The Trust use pay scales based on School Teachers Pay and Conditions (MPR, UPR and Leadership) and the National Joint Council (NJC) pay points for Support staff across the Trust. The Trust has adopted the recommended pay increases for both Teachers (September 2022) and Support staff (April 2022).

The data reported is a snapshot from the Trust's payroll based on staff employed at 31st March 2023. The results of these statutory calculations are as follows:

1. The Mean Gender Pay Gap -The difference between the mean hourly rate of pay for men and women employed at the Trust is 22.68% lower for female employees - (25.11% in 2021-2022)
2. The Median Gender Pay Gap - The difference between the median hourly rate of pay for men and women employed at the Trust is 34.23% lower for female employees - (34.9% in 2021-2022)
3. The Mean and Median Gender Bonus Pay Gap - As the Trust has not paid any bonus payments to its staff, it has not been applicable to report on these categories.
4. The Proportion of Male and Female employees in each Quartile Pay Band

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	4%	15%	23%	28%
Female	96%	85%	77%	72%

The pay quartiles below, show that 72% of the staff employed in the top pay quartile are women and within the upper middle quarter this trend continues with 77% being women. Therefore at March 2023, within the top two pay quartiles we employed 74.5% (2021-2022 - 76.5%) women.

Supporting Statement

HCAT is committed to the promotion of equality of opportunity to all employees, and supports the fair treatment of all staff irrespective of gender

Teaching staff are remunerated on an incremental pay scale that rewards them for their professional performance, wider contribution to the academy and their level of experience. Support staff pay is determined via a process of job evaluation and is regularly reviewed and benchmarked on a national and local basis to ensure that pay correctly reflects the value and complexity of the work undertaken.

Male and female staff at HCAT are treated equally on appointment and throughout their careers at HCAT.

The gap in mean and median pay between men and women reflects the composition of the workforce as opposed to any pay inequalities. Employment opportunities within the lower pay quartile are open to both men and women, but due to the nature of these support roles - Teaching Assistants, Catering staff, Cleaners

and Lunchtime supervisors – these roles are often part time/term time only and are historically applied for by women.

HCAT will continue to be committed to closing the Gender Pay Gap and to achieving a working and learning environment, which provides equality of opportunity. The Trust will continue to ensure that recruitment, promotion, training, development, assessment, pay, terms, and conditions of employment are determined based on capability, qualifications, experience, skills, and productivity, ensuring a fair open and transparent process at all levels.

I hereby confirm the information within this report is accurate.

A handwritten signature in black ink, appearing to read 'Tom Banham', with a stylized flourish at the end.

Tom Banham

CEO

HCAT