HumberEducationTrust

GENDER PAY GAP REPORT 2017-18

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with over 250 employees, Humber Education Trust is required to measure and report on the gender pay gap in the organisation.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation as set out below. We are required to publish the results on our own website and a government website within one calendar year of 31 March 2018.

Under the Regulations we are required to report on the following 6 measures

1. The difference in the mean pay of full pay men and women expressed as a percentage
2. The difference in median pay of full pay men and women expressed as a percentage
3. The difference in mean bonus pay of full pay men and women expressed as a percentage
4. The difference in median bonus pay of men and women expressed as a percentage
5. The proportion of men and women who received bonus pay and
6. The proportion of full pay men and women in each of four quartile bands

The results for the statutory calculations are as follows;

1. Mean Gender Pay Gap (hourly rate)

Male	£15.43
Female	£12.25

The mean gender pay gap – The difference between the mean hourly rate of pay that male and female full –time equivalent employees receive is 20.6%. This shows that on average female staff across the Trust earn approximately a fifth less than their male counterparts.

2. Median Gender Pay Gap (hourly rate)

Male	£13.13
Female	£10.12

The median gender pay gap - The difference between the median hourly rate of pay that male and female full –time equivalent employees receive is 22.9%.

3. Proportion of male and female employees who were paid bonus pay

Male employees (% paid a bonus compared to all male employees)	No bonuses paid
Female employees (% paid a bonus compared to all female employees)	No bonuses paid

4. The proportion of males and females in each quartile pay band.

Quartile	Male %	Female %
Lower quartile	5	95
Lower middle quartile	6	94
Upper middle quartile	13	87
Upper quartile	15	85

This shows that Humber Education Trust has a much higher proportion of women in all quartiles, but especially in the lower and lower middle quartiles.

Supporting Statement and Narrative

Humber Education Trust, at the data capture date of 31 March 2018, comprised of:

- 8 primary academies

- 1 special academy

Humber Education Trust is committed to the promotion of equality of opportunity and operates as an equal opportunities employer, taking appropriate steps to ensure that it does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities.

All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role. This includes support staff posts being evaluated in line with our job evaluation scheme to ensure no gender bias.

The Gender Pay Gap is a high-level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up.

The majority of our staff are in the lower pay quartiles and the workforce is predominantly female - therefore the gap between the average female hourly rate of pay and the average male hourly rate of pay is significantly affected.

Humber Education Trust supports our staff with a number of family friendly provisions such as a leave of absence policy which includes family leave, part time and term-time working, which our (predominantly female) employees, including senior leaders, choose to take advantage of, and we are supportive of flexible working where it can be accommodated.

I can confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for Humber Education Trust

Position: CEO Mrs R Wilkes   Signed:
Date: 8.1.19