

## Gender Pay Gap: Data and Overview 2018

HLP is a multi-academy trust formed in 2016. As of 31st March 2018, there were 6 member schools and 450 post-holders, some of whom hold multiple roles within a particular school totalling 570 contracts. Each school within HLP has the delegated autonomy to make a job offer and determine the salary rate that it offers an employee, with the exception of Headteacher positions, subject to adhering to the agreed national pay scales for teaching or support staff, in accordance with the HLP Pay Policy.

Overall 11% of HLP's post holders as of 31st March 2018 are male; this includes 1 Headteacher and the CEO (4% of the total male posts), both posts were subject to open, national recruitment campaigns in 2017. 24 other members of teaching staff are male (17% of the total teaching posts). However just 29 male post holders (8% of the total non-teaching posts) hold non-teaching roles- predominantly premises or teaching assistant posts.

The data required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is as follows:

|                                                                                                            |        |     |
|------------------------------------------------------------------------------------------------------------|--------|-----|
| Difference in hourly rate of pay as a mean average                                                         | 31.9%  |     |
| Difference in hourly rate of pay as a median average                                                       | 49.2%  |     |
| Difference in bonus pay as a mean average                                                                  | N/A    |     |
| Difference in bonus pay as a median average                                                                | N/A    |     |
| Percentage of employees who receive bonus pay                                                              | 0%     |     |
| Proportion of male and female employees when divided into four groups, ordered from lowest to highest pay: |        |     |
| Upper Quartile:                                                                                            | Male   | 19% |
|                                                                                                            | Female | 81% |
| Upper Middle Quartile:                                                                                     | Male   | 17% |
|                                                                                                            | Female | 83% |
| Lower Middle Quartile:                                                                                     | Male   | 4%  |
|                                                                                                            | Female | 96% |
| Lower Quartile:                                                                                            | Male   | 4%  |
|                                                                                                            | Female | 96% |

The difference in hourly rate of pay between male and female staff is largely due to the higher salary of the male CEO and changes to the senior leadership structure in some schools following natural movement of staff. These changes led to cost savings by removing a number of higher paid posts from the structure, previously occupied by female colleagues.

All teaching staff are paid in line with national terms and conditions, with annual increases based on achievement. The differences in male and female teachers' pay come from the male teaching staff, having on average, greater length of service in post.

Internal analysis indicates that when female and male employees who hold the same job role are compared, the mean salary for female staff is at least the same as that for their male comparator. The fundamental reason therefore for the identified gender pay gap is the disparity in proportion between female and male employees in term-time only, part-time, lower paid roles in schools such as lunchtime supervisors and teaching assistants. The overall pay gap reflects workforce composition rather than pay inequalities

HLP is strongly committed to equal opportunities and will continue to monitor the salary levels that are paid to its post holders to ensure that consistent principles are applied in line with the nationally negotiated guidelines and local Pay Policy and that both male and female staff are paid within the same pay band for the same job role. All vacancies are advertised and recruitment decisions are taken by a panel comprising of male and female colleagues.