



## HANLEY AND UPTON EDUCATIONAL TRUST

### GENDER PAY GAP REPORT

Snapshot Date 31<sup>st</sup> March 2024

#### 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 31<sup>st</sup> March 2024 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 31<sup>st</sup> March 2024, 75.5% were female and 24.5% were male which represents very little movement from last year. Total staff were 276 but only 253 were relevant full-pay employees.

Number of employees	Male	Female	Total	Percentage
Teachers	34	62	96	37.9%
Support staff	28	129	157	62.1%
Total	62	191	253	
Percentage	24.5%	75.5%	100%	
Previous Year	24.8%	75.2%		

The mean GPG for the trust is 27.05% compared to 29.85% in March 2023, a fall of 2.8%.

The mean hourly rate of pay for males was calculated at £29.14 (2023: £28.74) compared to £21.26 for females (2023: £20.16).

The median GPG for the trust is 47.92% compared to 53.64% in March 2023 a fall of 5.72%.

The median hourly rate of pay for males was calculated at £25.86 (2023: £28.39) compared to £13.47 for females (2023: £13.16)



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

		Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile	Overall
Male	Number	6	17	13	26	62
	%	9.4%	27.0%	20.6%	41.3%	24.5%
Female	Number	58	46	50	37	191
	%	90.6%	73.0%	79.4%	58.7%	75.5%
Total		64	63	63	63	253

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 27.05%, 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 90.6%.
- 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 59% of top earners are female and 41% are male

### 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 data 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

Position: CFO

Signature:



Date: 25th March 2025