

# **Hadrian Learning Trust Gender Pay Gap Report**

**31<sup>st</sup> March 2024**

## Introduction

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This report contains Hadrian Learning Trust's standard disclosure of the gender pay gap for the multi academy trust.

All companies with 250 or more employees are required to publish their gender pay gap. Employers must publish the gap in pay between men and women on both a median basis (pay per hour based on the person in the median position on the distribution of pay) and a mean basis (average hourly pay). Employers are also required to disclose the distribution of gender by pay quartile, splitting the workforce into four groups based on pay and showing the proportion of men and women in each group.

We publish the results on our website, to the government gender pay gap reporting website, and as a report to the Board.

We report on the mean and median pay gap as well as the numbers and percentages of staff within four equal pay quartiles. No staff are paid bonuses, so we do not report on that element.

Nationally the gender pay gap is 14.3% (Office of National Statistics 2023). Nationally, one of the main reasons for the gender gap is more men are likely to hold senior positions.

Gender pay is not the same as equal pay. Equal pay is about ensuring that people have the same pay, or range of pay, for work deemed of equal value. We follow our Local Authority's job evaluation scheme to ensure that our roles are graded appropriately. We use the pay scales based on the School Teachers Pay and Conditions and for non-teaching staff we follow nationally agreed pay scales.

## Results

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The data below shows the gender pay gap at Hadrian Learning Trust based on the hourly rates of pay for all employees as of 31 March 2024. The calculations are based on the hourly pay rates of each member of staff.

Number of assignments			
Year	Male	Female	Total
2024	113	285	398
2023	98	256	354

On 31 March 2024 the Trust had 398 assignments<sup>1</sup>, 113 (28.4%) were men and 285 (71.6%) were women. The numbers on 31 March 2023 were 354 assignments of which 98 (27.7%) were men and 256 (72.3%) were women.

The Gender Pay Gap is calculated using pay data in the month of March. Some part-time employees (for example, exam invigilators) may not have been paid in the month. As a result, pay data from 324 employees was used in 2024 and 220 employees in 2023.

Year	Mean Hourly Rate Gender Pay Gap	Median Hourly Rate Gender Pay Gap
2024	19.1	12.3
2023	27.9	3.5

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<sup>1</sup> One employee can hold more than one assignment, for example an administrator and a lunchtime supervisor

The table above shows that in 2024, on average, the mean hourly rate for men is 19.1% higher than the hourly rate for women; in 2023 the difference was 27.9%. In 2024 the median hourly rate for men was 12.3% higher than the median hourly rate for women; in 2023 the difference was 3.5%.

Pay data is also analysed by quartile. Quartile 1 is the lower hourly pay quarter and quartile 4 is the upper hourly pay quarter. Each quartile has 55 employees.

		Quartile 1			Quartile 2			Quartile 3			Quartile 4		
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
2024	Number	61	20	81	59	22	81	58	23	81	48	32	81
	% split	75.3	24.7	100	72.8	27.1	100	71.6	28.4	100	60	40	100
2023	Number	46	9	55	39	16	55	45	10	55	35	20	55
	% split	83.6	16.4	100	70.9	29.1	100	81.8	18.2	100	63.6	36.4	100

## Conclusions

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Both mean and median hourly pay for women were below that of men but the mean gap has decreased compared to 2023 whilst the median gap has increased.

The mean and median pay gaps at Hadrian Learning Trust are a result of the low proportion of males in the lower three quartiles, especially Quartile 1 (the lower hourly pay quarter), and the higher number of males in Quartile 4 (the upper hourly pay quarter).

Our school support staff – administrators, cleaners and our catering team – is primarily female. These jobs are paid less than others in the Trust and this explains why the number of women is higher in Quartile 1 and Quartile 2, the lower hourly pay bands.

Numbers are more evenly distributed in the upper quartile. This is because at the more senior positions in the Trust there is a greater percentage of men than in the lower quartiles; for example, 60% of our senior leadership team is male and our Executive Headteacher and two Heads of School are men.

## Management response

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The Trust has considered its data on gender and pay rates, noting that the reasons for pay differentials are almost entirely due to types of occupation. Female employees make up 72% of the workforce overall and there is a substantial gender skew in term time only lower salaried jobs including roles such as catering staff, cleaning staff, teaching assistants and administrators. Occupational pay differences therefore significantly impact on our data.

The Trust follows the nationally agreed pay scales, with both males and females being paid within the same pay banding for the same job profile.

We recognise that we should try to narrow our pay gap. We will monitor the proportion of men and women applying for trust vacancies and being appointed, including staff applying for and obtaining promotions. We will also encourage all staff to engage in training to allow them to be considered for promotions where available.

Whilst we are committed to reducing the gender pay gap, our main focus will always be in ensuring the right person is employed for any role, regardless of gender.