

Hull Collaborative Academy Trust

Gender pay gap report
28/02/2020

Snapshot date:28/02/2020

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference female to male	26 lower	56 lower

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	No Bonus Pay Paid	No Bonus Pay Paid

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	NA
Female employees (% paid a bonus compared to all female employees)	NA

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	4	9	14	17
Female (% females to all employees in each quartile)	96	91	86	83

Supporting statement

I confirm that the information published here is accurate.

Signature:



Date: 12/03/2020

Status/position:

Company Secretary

Optional supporting narrative

As a predominantly primary academy trust we are aware that the majority of our staff are female (89%), this also includes our teaching staff and senior leadership team. Our support staff are also female with a significant number in part time and term time only positions. The gap has narrowed slightly this year with fewer men now 22 to 17 % occupying positions in the top Quartile.

The data shown demonstrates this, with the vast majority of Key Positions in the Trust having female job holders, whilst this is balanced with the large number of females occupying valuable part time and lower hourly pay rate support positions. The Trust monitors this situation closely with the Unions and is confident that the pay gap is due to the structure of the workforce rather than differences in pay or promotion prospects.

Further segmentation of the data shows that for each of the Main Categories - Teaching, Teaching support and Administration staff, that the gender pay gap is no more than 1% but when the data is combined the weight of female staff in the lower pay grades creates our gap. Women occupy 96% of the positions in the lower quartile dragging down the average across the Trust

We are actively seeking to recruit more male teachers through our SCITT and for school vacancies to address the balance, for the benefit of our children. We also ensure that our job roles are evaluated to ensure fair pay in each role and advertise each job with no gender bias.

There has been a small improvement in the difference between Mean and Median gaps this year large scale change is unlikely until more males are represented in the Lower Middle and Lower Quartile than the current 4 and 9% in these quartiles.