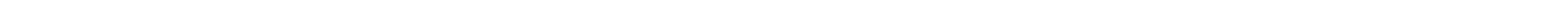




Hull Collaborative Academy Trust

Gender Pay Gap Report
17/03/2023



Snapshot date:31/03/2022

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	48 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)	3	5	17	17
Female (% females to all employees in each quartile)	97	95	83	83

Supporting statement

I confirm that the information published here is accurate.

Signature: _____

Date: **17/03/2023**

Status/position: **Trust Operations Manager**

Optional supporting narrative

At the snapshot date of 31/03/2022, Hull Collaborative Academy Trust comprised of 15 Primary Schools and 1 Secondary School.

Included in the whole data capture were 1093 employees, of which 112 were male employees.

HCAT is a primary-focused multi-academy trust. Because the trust operates in the public sector, specifically education, it is common for a large proportion of the workforce to be female. This is no different at HCAT, with females accounting for 89% of the total workforce.

The data shown demonstrates this, with the vast majority of key positions in the Trust having female job holders however this is balanced with the large number of females occupying part time and lower hourly pay rate support positions.

The Trust monitors this situation closely and is confident that the pay gap is due to the structure of the workforce rather than differences in pay or promotion prospects between genders.

Hull Collaborative Academy Trust is committed to the promotion of equality and operates as an equal opportunities employer, taking appropriate steps to ensure that it does not discriminate in any way, as defined by the equality act 202 and other relevant legislation, regarding recruitment, performance management and employee career development opportunities.