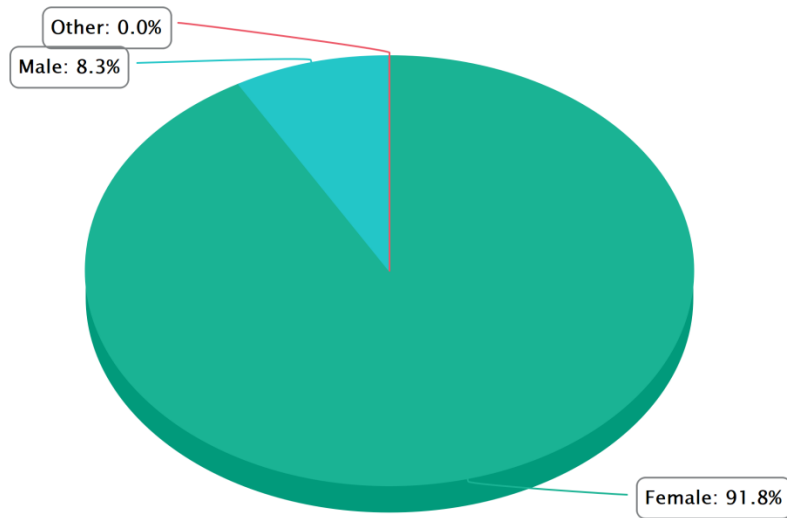


## Gender Pay Gap Report 31<sup>st</sup> March 2025

### Employee Numbers

Total Number of Employees:	1246
Number of Female Employees:	1142
Number of Male Employees:	103



### Mean Gender Hourly Pay Gap

Mean Female Hourly Pay	£18.76
Mean Male Hourly Pay	£24.09
Mean Gender Hourly Pay Gap	22.1%

The difference between the mean hourly rate of pay that male and female full-time equivalent employees receive is £5.33. This gap has increased from last year by 0.3%.

### Median Gender Hourly Pay Gap

Median Female Hourly Pay	£13.05
Median Male Hourly Pay	£17.83
Median Gender Hourly Pay Gap	26.8%

The difference between the median hourly rate of pay that male and female full-time equivalent employees receive is £4.78. This gap has increased by 2.9% since last year.

# Humber Education Trust

31/03/2025

## Mean Gender Bonus Pay Gap

Mean Female Bonus Pay	£0
Mean Male Bonus Pay	£0
Mean Gender Bonus Pay Gap	0%

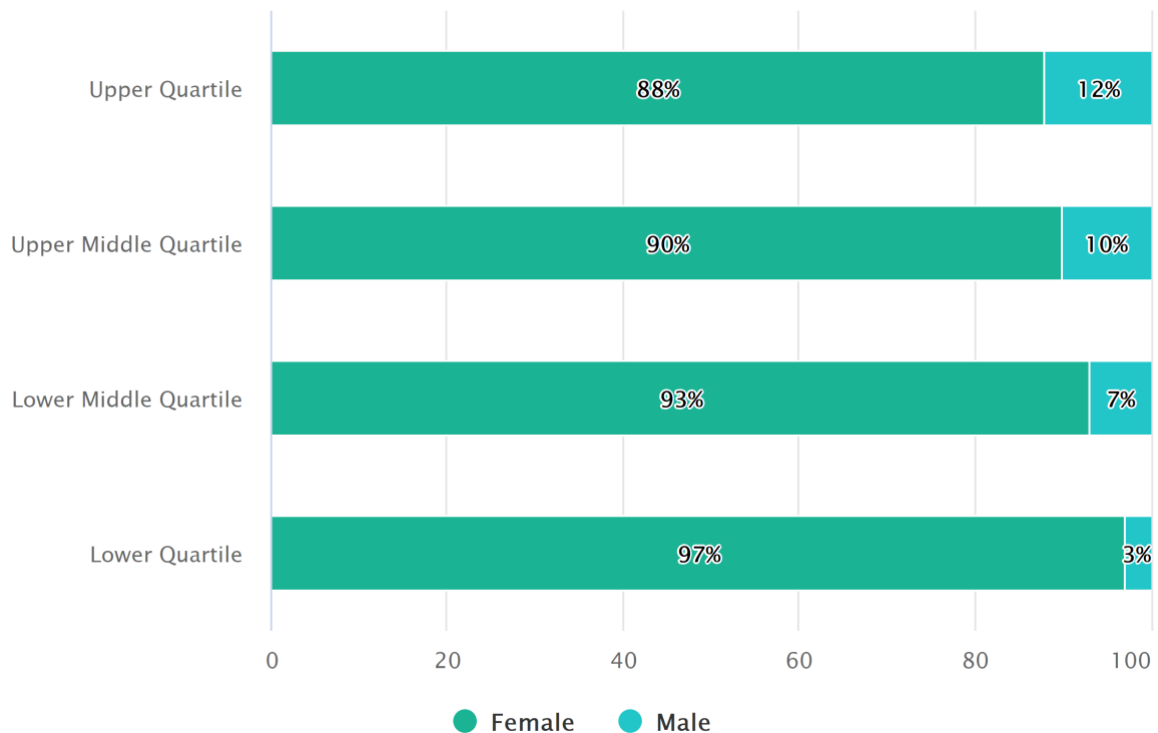
## Median Gender Bonus Pay Gap

Median Female Bonus Pay	£0
Median Male Bonus Pay	£0
Median Gender Bonus Pay Gap	0%

## Proportion of Females and Males receiving bonuses

Proportion of Females receiving bonuses	0%
Proportion of Males receiving bonuses	0%

## Proportion of Females and Males in each quartile pay band



## Supporting Statement

Humber Education Trust, at the data capture date of 31 March 2025, comprised of:

- 13 primary academies
- 4 special academies

Humber Education Trust is committed to the promotion of equality of opportunity 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 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities.

All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role. This includes support staff posts being evaluated in line with our job evaluation scheme to ensure no gender bias.

The Gender Pay Gap is a high-level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up.

The majority of our staff are in the lower pay quartiles and the workforce is predominantly female (91.8%), therefore, the gap between the average female hourly rate of pay and the average male hourly rate of pay is significantly affected.

Humber Education Trust supports our staff with a number of family friendly provisions such as a leave of absence policy which includes family leave, part time and term-time working, which our (predominantly female) employees, including senior leaders, choose to take advantage of, and we are supportive of flexible working where it can be accommodated.

I can confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for Humber Education Trust

Position: CEO Mrs R Wilkes

Signed:



Date: 2<sup>nd</sup> April 2025