

# GENDER PAY GAP

## 2021 - 22

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## PAY DATA



### DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is <b>28% lower</b> than men's	Women's median hourly rate is <b>35.7% lower</b> than men's

In other words, when comparing mean hourly rates, women earn **72p for every £1** men earn

In other words, when comparing median hourly rates, women earn **64.3p for every £1** men earn

## PAY QUANTILES

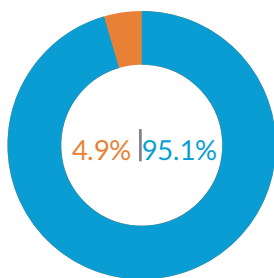
The image across shows the gender distribution at Humber Education Trust when colleagues are placed into four equally sized quartiles based on pay



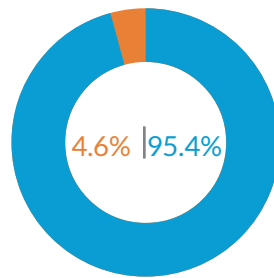
MALE



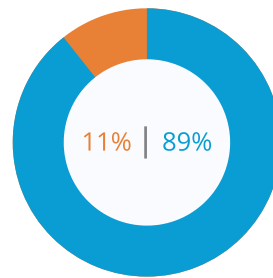
FEMALE



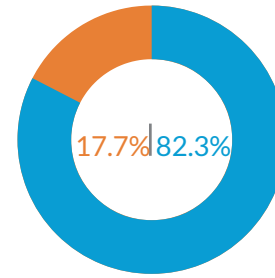
Quartile 1  
(lower)



Quartile 2



Quartile 3



Quartile 4  
(upper)

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# Supporting Statement

Gender Pay Gap – Humber Education Trust  
Published March, 2022

Humber Education Trust, at the data capture date of 31 March 2021, comprised of:

- 12 primary academies
- 4 special academies

The difference between the mean hourly rate of pay that male and female full-time equivalent employees receive is 27.99%. This shows that on average female staff across the Trust earn approximately a fifth less than their male counterparts. This gap has increased by 6.07% in the last year. This increase is as a result of the Trust transferring in 4 new schools, which included 18 new senior leaders and employing more males in senior leadership positions at the capture date.

The difference between the median hourly rate of pay that male and female full-time equivalent employees receive is 35.7%. This gap has increased by 22.45% in the last year. The 4 new schools employed 363 members of staff. As with our other schools, the majority are female employees in the lower quartile pay bands which brings down the value of the female median hourly rate. Out of the 363 new employees, only 46 were male.

Included in the whole data capture were 1134 employees, of which 108 were male employees, 16% of which were in leadership roles. The proportion of males and females in each quartile pay band shows that Humber Education Trust has a much higher proportion of women in all quartiles, especially in the lower, lower middle and upper middle quartiles.

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.

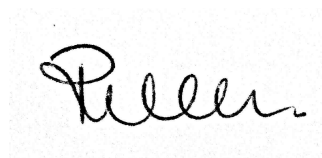
The majority of our staff are in the lower pay quartiles and the workforce is predominantly female, therefore, the gap between the average female hourly rate of pay and the average male hourly rate of pay is significantly affected.

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.

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## A message from Mrs R Wilkes, Chief Executive Officer of Humber Education Trust

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.



**Mrs R Wilkes** | Chief Executive Officer | Humber Education Trust

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Humber Education Trust is required to carry out Gender Pay Gap Reporting