

Gender Pay Gap Reporting – Hollingworth Learning Trust

Introduction:

Hollingworth Learning Trust's mission is to make a positive difference to the lives of our children.

To deliver this mission, Hollingworth Learning Trust aims to attract, retain, develop, and reward outstanding members of staff through effective recruitment, talent management and employee engagement strategies. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, organisations with a headcount of 250 employees or more must report and publish specific figures about their gender pay gap.

The gender pay gap is a measure of the difference between the average hourly earnings of men and women and should not be confused with equal pay. Equal pay is the legislation that makes it unlawful to pay people less for doing work of the same value, based on their gender. We take equal pay seriously and we are confident that the required steps are taken in order to ensure that staff are paid fairly in accordance with their job roles.

Hollingworth Learning Trust have more than 250 employees, therefore we will publish a Gender Pay Report annually. The gender pay gap is not the same as equal pay.

The snapshot date each year will be 31st March, in line with government requirements found at: [Gender Pay Gap Reporting](#).

Hollingworth Learning Trust are dedicated to closing the gender pay gap and recognise that this is part of an ongoing commitment to the active promotion of equality and diversity within the education based workforce.

Hollingworth Learning Trust is required to calculate and publish the following figures:

- Mean Gender Pay Gap
- Median Gender Pay Gap
- Mean Bonus Pay Gap
- Median Bonus Pay Gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each quartile band

2023 Gender Pay Gap Report

The snapshot date for this report is 31st March 2023, the relevant pay period is 1st – 31st March 2023. The pay period (ordinary pay period) is one month.

The headcount of staff employed within Hollingworth Learning Trust (on the snapshot date), including the breakdown of female and male staff are:

| | 2021 | 2022 | 2023 |
|-----------|-------------|-------------|-------------|
| Headcount | 314 | 290 | 340 |
| Female | 228 | 213 | 244 |
| Male | 86 | 77 | 96 |

The narrative that supports our findings is explained within the details below. Please see the enclosed tables for the figures and results of our report.

As a secondary Multi Academy Trust we recognise that the majority of our staff are female. This is representative of the education workforce nationally. The majority of our staff being female does impact the findings, we ask that readers of this report consider this whilst reviewing the findings.

Hollingworth Learning Trust follow the STPCD and NJC teaching and support staff pay scales. These are nationally agreed scales. At the time of reporting, we have two schools within our Trust family. Within our schools we have two sets of terms and conditions of employment for staff; Teaching Staff; and Support Staff.

For teaching staff, the salary determinations are in line with the School Teachers Pay and Conditions document. For teaching roles, staff commence in their role on the relevant pay scale point according to their experience. For TLR allowances (additional payments received on top of the salary for specific areas of responsibility), the value is set prior to the role being advertised using criteria about the accountability and responsibility. For Leadership roles, the salary range is set according to the responsibility of the post, for the size of the school.

For Support Staff, all roles for Hollingworth Academy use "Korn Ferry Job Evaluation" to determine the salary. Newhouse Academy transferred from the Local Authority job evaluation in April 2020, since this school have been part of the Trust, the Korn Ferry method has been applied to Job Evaluate a number of existing roles and all new roles.

The split of teaching and support staff roles for male and female are;

| | Teaching Staff | | | Support Staff | | |
|--------|-----------------------|-------------|-------------|----------------------|-------------|-------------|
| | 2021 | 2022 | 2023 | 2021 | 2022 | 2023 |
| Female | 102 | 90 | 93 | 126 | 123 | 151 |
| Male | 60 | 50 | 53 | 26 | 27 | 43 |

We have reviewed the data, and the findings demonstrate that the mean gender pay gap in hourly pay, as a percentage of men's pay, is 24.5% more than female (25% in 2021, and 35% in 2022). The role distribution within the Trust is the factor behind this. The Executive and Management team for the Trust and the Senior Leadership Team at both schools have 50% of female representation.

All Academy Trusts have a panel of Trustees who volunteer their time to the strategic planning of the Trust, this panel is made up of 55% females Also, both high schools have a Local Governing Board which is made up of 50% of females and both chairs are females.

Our recruitment processes are fair, and we advertise each post free from any gender bias (except for the rare occasions where there is a genuine occupational requirement e.g. a PE Teacher). All job descriptions are job evaluated through the same process and this helps to ensure fairness and equity regardless of gender (or any other protected characteristic).

Mean and median gender pay gap in hourly rate of pay

| | MEAN GENDER PAY GAP IN HOURLY PAY | MEDIAN GENDER PAY GAP IN HOURLY PAY |
|----------------------------------|-----------------------------------|-------------------------------------|
| Pay gap % difference of male pay | 34.5% | 27.9% |

Mean and median gender pay gap in bonus pay

| | MEAN GENDER PAY GAP FOR BONUS PAY | MEDIAN GENDER PAY GAP FOR BONUS PAY |
|----------------------------------|-----------------------------------|-------------------------------------|
| Pay gap % difference of male pay | 0 | 0 |

Proportion of male and female employees who were paid bonus pay

| | PROPORTION RECEIVING A BONUS |
|---|------------------------------|
| Male employees (% paid a bonus compared to all male relevant employees) | 0 |
| Female employees (% paid a bonus compared to all female relevant employees) | 0 |

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 in each quartile compared to all employees) | 14% | 29% | 31% | 42% |
| Female (% females in each quartile compared to all employees) | 86% | 71% | 69% | 58% |

SUPPORTING STATEMENT

I confirm that the information published here is accurate.

Signature: 

Date: 11/12/2023

Status/position: Chief Executive Officer