

Gender Pay Analysis Report – 31 March 2019 (reported March 2020)

Hamwic Education Trust is an employer with over 250 employees and is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The information reported upon in March 2020, is based on the snapshot date of 31 March 2019.

Hamwic Education Trust operates as an equal opportunities employer, and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities. Gender plays no part in the assessment of salary grades at Hamwic Education Trust. Roles are evaluated in line with relevant job evaluation schemes.

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|---|---|
| Mean Gender Pay Gap (Difference in male to female mean pay) | Men are paid on average 26.3% more than women on a mean basis |
| Median Gender Pay Gap (Difference in male to female median pay) | Men are paid on average 28.5% more than women on a median basis |

Women earn 72p for every £1 that men earn when comparing median hourly wages.

| Employees by pay quartile | Male % | Female % |
|---------------------------|--------|----------|
| Fourth (upper quartile) | 18.5% | 81.5% |
| Third quartile | 14.3% | 85.7% |
| Second quartile | 4.7% | 95.3% |
| First (lower) quartile | 6.9% | 93.1% |

Women occupy 81.5% of the highest paid jobs and 93.1% of the lowest paid jobs.

| Number of employees by gender | Male | Female |
|-------------------------------|------|--------|
| | 199 | 1594 |

Our gap is in line with many employers in the Education Sector and other multi academy trusts (MATs).

Women make up 88.9% of the workforce and are well represented at all levels within our Trust.

Hamwic Education Trust offers opportunities to males and females at all levels of the organisation.