

Gender Pay Analysis Report – March 2018

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.

Due to the restructure of Hamwic to Hamwic Education Trust, and because of the reporting period and number of employees, this analysis only applied to Jefferys Education Trust.

The information reported upon in March 2018, is based on the snapshot date of 31 March 2017.

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.

Mean Gender Pay Gap (Difference in male to female mean pay)	Men are paid on average 24.2% more than women on a mean basis
Median Gender Pay Gap (Difference in male to female median pay)	Men are paid on average 36.2% more than women on a median basis

Employees by pay quartile	Female %	Male %
First (lower) quartile	90.6%	9.4%
Second quartile	91.7%	8.3%
Third quartile	82.3%	17.7%
Fourth (upper quartile)	75%	25%

Number of employees by gender	Male	Female
	56	317

We have analysed the data and consider that the reason for the higher MEAN and MEDIAN pay rates for men is the nature of certain jobs in our schools such as: Teaching Assistants, Lunchtime Supervisors, Cleaners and general admin support are mainly filled by female employees. This is because the roles are more attractive to females due to contracts that are part-time and term time only, therefore fitting in with family and childcare commitments. Whilst this will impact on the average salary, it is a factor that influences the decision of applicants and the continuation of employment from staff.