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**Gender Pay Report – 31 March 2022 (reported March 2023)**

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 2023, is based on the snapshot date of 31 March 2022.

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 24.1% more than women on a mean basis |
| **Median Gender Pay Gap**  (Difference in male to female median pay) | Men are paid on average 30.5% more than women on a median basis |

Women earn 70p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 30.5% lower than men’s. When comparing mean (average) hourly pay, women’s mean hourly pay is 24.1% lower than men’s.

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| **Employees by pay quartile** | **Male %** | **Female %** |
| First (lower) quartile | 5.2% | 94.8% |
| Second quartile | 6.2% | 93.8% |
| Third quartile | 18.5% | 81.5% |
| Fourth (upper quartile) | 22% | 78% |

Women occupy 94.8% of the lowest paid jobs and 78% of the highest paid jobs.

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| **Number of employees by gender** | **Male**  261 | **Female**  1754 |

Women make up 85.52% of the workforce and are well represented at all levels within our Trust. The majority of female staff falling outside of teaching are employed in support type roles – teaching assistants, midday supervisors etc., and these types of roles are predominantly contained within the third and fourth quartiles. These categories of staff are paid in accordance with the National Joint Council for Local Government Services agreement adopted by the Trust.

Hamwic Education Trust follows the STPCD and all teaching staff are paid in line with STPCD pay scales.

Development opportunities are offered to males and females at all levels of the organisation.