

Gender Pay Report 2025
Reporting to March 2024 Data



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 February 2025, is based on the snapshot date of 31 March 2024. Hamwic Education Trust operates as an equal opportunity 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.

Number of employees by gender	Male	Female	Total
	241	1,534	1,775
% of workforce	13.6%	86.4%	100%

Mean Gender Pay Gap (Difference in male to female mean pay)	Men are paid on average 23.8% more than women on a mean basis
Median Gender Pay Gap (Difference in male to female median pay)	Men are paid on average 31.1% more than women on a median basis.

Employees by pay quartile	Male %	Female %
First (lower) quartile	4.9	95.1
Second quartile	5.3	94.7
Third quartile	20.8	79.2
Fourth (upper quartile)	23.8	76.2

Females occupy 95.1% of the lowest paid jobs and 76.2% of the highest paid jobs.

Women make up 86.4% 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. Hamwic Education Trust offers opportunities to males and females at all levels of the organisation.

Year on Year Comparison (difference between male to female)

Year on Year Comparison (difference between male to female)	2024	2023	2022	2021
Mean Gender Gap	23.8%	25.9%	24.1%	21.8%

Median Gender Gap	31.1%	35.1%	30.5%	32.8%