

## **Gender Pay Report 2026**

**Data of 31st March 2025**

### **Introduction**

The aim of gender pay gap reporting is to show how large the pay gap is between an organisation's male and female employees. The data must be published on the employer's own website and a government website, and the intention is to encourage employers to take action to reduce or eliminate their gender pay gaps in order to create fairer, more inclusive workplaces.

Hamwic Education Trust (HET) 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 is based on the snapshot date of 31 March 2025. HET 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 HET. Roles are evaluated in line with relevant job evaluation schemes.

	Males	Females	Total
Number of employees by gender	231	1540	1771
% of workforce	13.04%	86.96%	100%

### **Proportion of male and female employees according to quarter pay bands**

	QUARTER 1 (LOWER)	QUARTER 2 (LOWER MIDDLE)	QUARTER 3 (UPPER MIDDLE)	QUARTER 4 (UPPER)
Male (% males to all employees in each quarter)	<b>6.3</b>	<b>13.0</b>	<b>16.7</b>	<b>16.1</b>
Female (% females to all employees in each quarter)	<b>93.7</b>	<b>87.0</b>	<b>83.3</b>	<b>83.9</b>

Females occupy 93.7% of the lowest paid jobs and 83.9% of the highest paid jobs.

### Difference in mean and median hourly rates of pay

	DIFFERENCE IN THE MEAN HOURLY PAY	DIFFERENCE IN THE MEDIAN HOURLY PAY
Pay gap. % difference male to female	Men are paid on average 11.0% more than women on a mean basis	Men are paid on average 20.4% more than women on a median basis.

### Year on Year Comparison (difference between male to female)

Year on Year Comparison (difference between male to female)	2025	2024	2023	2022	2021
Mean Gender Gap	11.0%	23.8%	25.9%	24.1%	21.8%
Median Gender Gap	20.4%	31.1	35.1%	30.5%	32.8%

### Recruitment and Retention

HET employs a range of recruitment and retention methods to avoid bias and ensures that the right staff are employed in the right roles within any school. HET is an equal opportunities employer.

### Pay Scales

HET uses pay scales for all staff irrespective of gender. Those for teaching staff are aligned with the minimum and maximum of each pay scale within the School Teachers Pay and Conditions Document, which is updated annually. The pay scales for support staff are in line with the rates set by the National Joint Council for Local Government Services. Staff progress through the pay scales based on incremental progression.

### Insights

- 86.96% of HET's workforce is female. Nationally, approximately 77% of the school teaching workforce in England is female.
- Female employees make up a higher percentage of the workforce, reflected across all four quartiles.
- There are more females employed by HET who are working in the two lower quartiles of the organisation compared to males, because the vast majority of employees undertaking Cleaner, Lunchtime Supervisor, Administrative and Teaching Assistant roles are female. Within the Education sector generally, many support roles which attract a lower wage are part time, which usually attracts more females than males.
- HET is committed to offering flexible working across the organisation.

## **Action**

HET remains committed to gender equality in the workplace, and reducing the gender pay gap is an important part of this journey. HET seeks to maximise opportunities and equal treatment for all employees, regardless of gender or any other characteristic, and so will continue to:

- Design and implement the People strategy for all employees, including talent management, succession planning and clearly defined career pathways
- Continue to encourage female teachers to apply for pay progression to the upper pay range
- Publish pay ranges and actual salaries in all job adverts
- Encourage a wide range of diversity of applicants
- Ensure all job roles are advertised to eliminate any potential for gender bias and provide opportunities for employees to progress within HET
- Flexible approaches to work are considered at all levels of the organisation