



Gender Pay Gap Report to March 2019

Introduction

HCAT is an employer required under the Equality Act 2010 to report on the Gender Pay Gap within our workforce. This report shows the difference in pay between men and women across our Trust.

This is different to equal pay, which is the difference in pay between men and women who do the same job and role.

The data reported is a snapshot from the Trust's payroll based on staff employed at 31st March 2019. The results of these statutory calculations are as follows:

1. The Mean Gender Pay Gap -The difference between the mean hourly rate of pay for men and women employed at the Trust is 30.4% lower for female employees.
2. The Median Gender Pay Gap - The difference between the median hourly rate of pay for men and women employed at the Trust is 43.2% lower for female employees.
3. The Mean and Median Gender Bonus Pay Gap - As the Trust has not paid any bonus payments to its staff, it has not been applicable to report on these categories.
4. The Proportion of Male and Female employees in each Quartile Pay Band

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	8%	12%	24%	38%
Female	92%	88%	76%	63%

Supporting Statement

HCAT is committed to the promotion of equality of opportunity to all employees, and supports the fair treatment of all staff irrespective of gender

Teaching staff are remunerated on an incremental pay scale that rewards them for their professional performance, wider contribution to the academy and their level of experience. Support staff pay is determined via a process of job evaluation and is regularly reviewed and benchmarked on a national and local basis to ensure that pay correctly reflects the value and complexity of the work undertaken.

Male and female staff at HCAT are treated equally on appointment and throughout their careers at HCAT.

The gap in mean and median pay between men and women reflects the composition of the workforce as opposed to any pay inequalities; many of the lower paid roles predominantly attract more female than male applicants.

I hereby confirm the information within this report is accurate.

Tom Banham

CEO

HCAT