



Gender Pay Gap Summary Report

Snapshot Date: 31 March 2021

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	19%	49%

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper Middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	10.3	14.5	23.5	30.9
Female (% females to all employees in each quartile)	89.7	85.5	76.5	69.1
TOTAL	100	100	100	100

Supporting narrative

Last year's snapshot on 31.03.20 was prior to TUPE and we had less than 250 employee's on headcount so the return was submitted to HMRC as a 'no info to report'.

The HISP Multi Academy Trust workforce comprises a wide variety of roles, including leaders, teachers, other qualified professionals, clerical, catering and other manual roles. The range of pay rates is therefore significantly broad.

The HISP Multi Academy Trust is committed to equality of opportunity in recruitment, development, progression and reward of its employees, and values the diversity of its workforce. To ensure that we are working to minimise the pay gap where possible (noting some societal factors beyond our control, as outlined above) we will:

- continue to ensure that decisions made in relation to recruitment, development, pay progression and bonus pay can be evidenced against clearly defined criteria;
- promote family-friendly and flexible-working opportunities to both genders;
- continue to explore pay progression data with a view to ensuring equality of opportunity. At HISP only a limited number of roles are eligible for bonus payments. There are no men receiving a bonus;
- work with the recognised unions to identify and positively address any controllable contributing factors to the gender pay gap.