

Gender Pay Gap Report 2023

The Howard Academy Trust as an employer is required by law to carry out Gender Pay Reporting.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. We are required to publish the results on our own website and a government website by 31st March 2024, the data is required to be as snapshot of 31st March 2023.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

EmployerName		The Howard Academy Trust	
CompanyLinkToGPGInfo			
EmployerSize		250-499	
DataSubmittedOnTime		Yes	
The Howard Academy Trust		Data to Report	
Mean Pay Gap		21%	
Median Pay Gap		49%	
Mean Bonus Gap		0%	
Median Bonus Gap		0%	
%Men receiving Bonus		0%	
%Women receing Bonus		0%	
The Howard Academy Trust		Male	Female
Lower Income Quartile		16%	84%
Lower Middle Income Quartile		19%	81%
Upper Middle Income Quartile		33%	67%
Upper Income Quartile		34%	66%

The Howard Academy Trust Hourly Earnings by Gender		
75% of employees are women		
Upper Income Quartile	34%	66%
Upper Middle Income Quartile	33%	67%
Lower Middle Income Quartile	19%	81%
Lower Income Quartile	16%	84%
Gender pay gap shown is based on median hourly earnings by gender		

The results for the statutory calculations are:

1. The Mean Gender Pay Gap - The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive: 21%. This shows that, overall, female employees receive lower pay than male employees.
2. The Median Gender Pay Gap - The difference between the median hourly rate of pay that male and female full-pay relevant employees receive: 49%. This shows that, typically, female employees receive lower pay than male employees.
3. The Mean Bonus Gender Pay Gap - This indicator is not applicable in The Howard Academy Trust
4. The Median Bonus Gender Pay Gap - This indicator is not applicable in The Howard Academy Trust
5. The proportion of males and females receiving a bonus payment - This indicator is not applicable in The Howard Academy Trust

Supporting Statement and Narrative

The Howard Academy 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.

All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role. The Trust recruits to oppose gender-specific roles and has employees in positions that nationally are considered gender biased. When carrying out a comparison of roles, there is no pay differentiation between male and female employees.

A large percentage of roles in the Trust are part-time and on term-time basis which aligns attendance with the attendance of pupils. This not only includes the number of hours per week but also the number of weeks worked each year. These roles are predominantly carried out by female employees.

Whilst this will impact on the average salaries, it is a factor that influences the decision of applicants and the continuation of employment from staff. Most staff are in the lower pay quartiles and the workforce is predominately female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected.



Owen McColgan
Chief Executive Officer
19th February 2024