

## Gender Pay Gap Report 2019

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 5 April 2019.

We can use these results to assess:

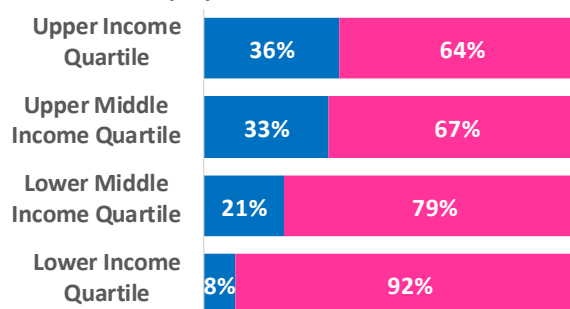
- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

EmployerName		The Howard Academy Trust	
CompanyLinkToGPGInfo			
EmployerSize	250-499		
DataSubmittedOnTime			
<b>The Howard Academy Trust</b>		<b>Data to Report</b>	
Mean Pay Gap	26%		
Median Pay Gap	33%		
Mean Bonus Gap	0.00		
Median Bonus Gap	0.00		
%Men receiving Bonus	0%		
%Women receiving Bonus	0%		
<b>The Howard Academy Trust</b>		<b>Male</b>	<b>Female</b>
Lower Income Quartile	8%	92%	
Lower Middle Income Quartile	21%	79%	
Upper Middle Income Quartile	33%	67%	
Upper Income Quartile	36%	64%	
<i>Gender pay gap shown is based on median hourly earnings by gender</i>			

### The Howard Academy Trust Hourly Earnings by Gender

■ For every £1 the median man earns, the median woman earns £0.67

■ 76% of employees are women



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: 26%. 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: 33%. 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. The Board of Directors reviewed this data and will consider the progress made on reducing the gender pay gap regularly.



Owen McColgan  
Finance & HR Director  
19 March 2019