



Gender Pay Gap Report

April 2023

Introduction

Hope Sentamu Learning Trust is a multi-academy trust based in North Yorkshire & East Riding. As an employer with over 250 members of staff, we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What is Gender Pay Gap Reporting

Gender Pay Gap Reporting involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employee data. This is a snapshot at a given time and will be published on an annual basis.

The calculations required are:

- the mean gender pay gap
- the median gender pay gap
- the mean bonus gender pay gap
- the median bonus gender pay gap
- the proportion of males and females receiving a bonus payment
- the proportion of males and females in each quartile band

We are required to publish the results on our own website and a government website.

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.

The challenge in our organisation and across all organisations across the United Kingdom is to eliminate any gender pay gap.

Our Data

We collected our data on 31st March 2022, at which time, we had a total of 1091 employees; 816 (75%) female employees and 275 (25%) male employees.



The mean gender pay gap

Our mean gender pay gap is 15.99% meaning that females within the organisation are paid 15.99% lower than males within the organisation.

The median gender pay gap

The median gender pay gap is 33.96% which means that the mid-point of the female employee's hourly rate is 33.96% lower than the mid-point of all male employee's hourly rate.

The mean bonus gender pay gap

The mean bonus gender pay gap is 0%. This is due to the fact that there are no employees that are in roles that attract a bonus payment.

The median bonus gender pay gap

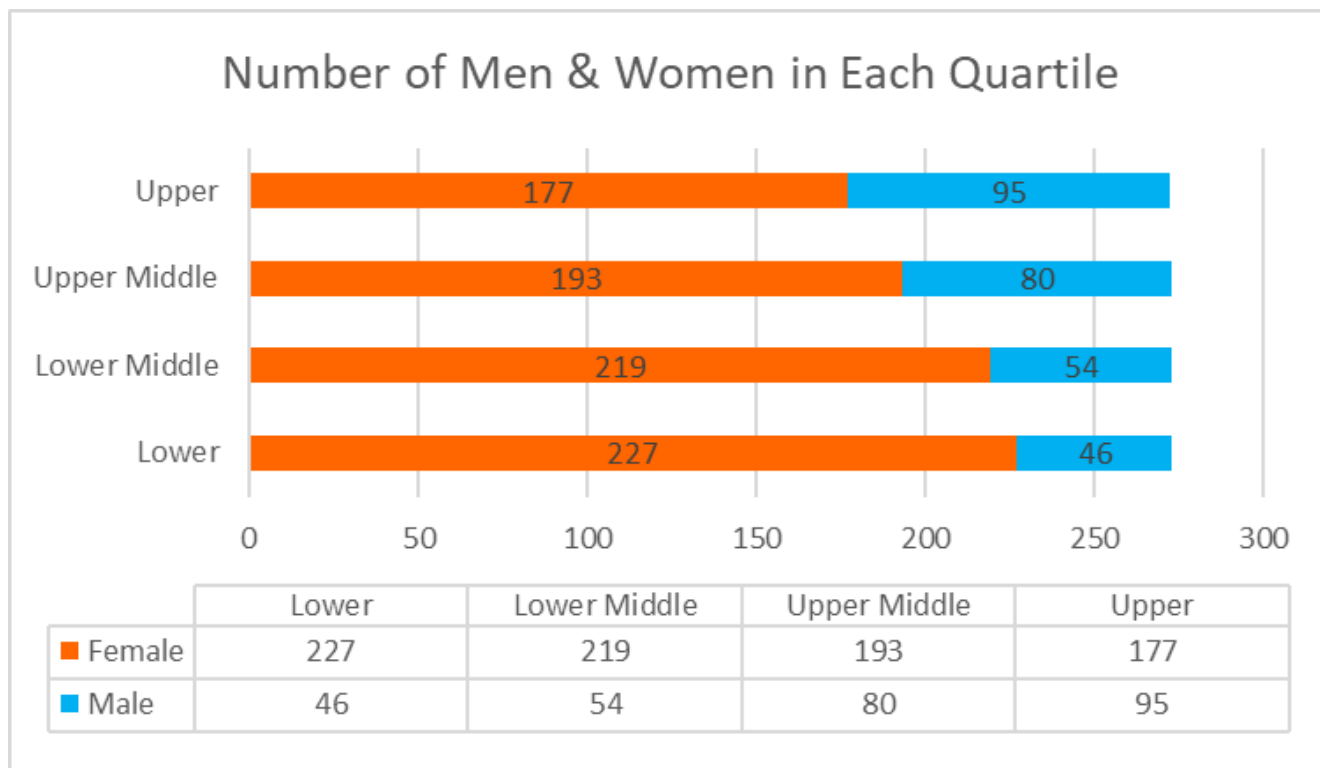
The median bonus gender pay gap is also 0% for the same reasons as above.

The proportion of males and females receiving a bonus payment

Proportion of males receiving a bonus payment	0%
Proportion of females receiving a bonus payment	0%

The proportion of males and females in each quartile band

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	27.72%	26.87%	23.68%	21.72%
Males	16.73%	19.57%	28.99%	34.42%



Summary

As a Trust, we are focused on equality for all. The Trust currently employs a higher number of females than males. Despite the higher proportion of female employees we recognise that a gender pay gap still exists.

The analysis demonstrates that despite having more females within every quartile, we employ fewer men within the lower quartiles and a higher proportion of men in the upper quartiles which impacts the gender pay gap.

As a Trust we will be developing recruitment initiatives, CPD and clear equality objectives to actively endeavour to reduce the gender pay gap in the future. Over the last year this has included introducing unnamed application forms and developing skill-based assessment tasks in recruitment and selection processes.

I can confirm that the above data is accurate.

Helen Winn
Chief Executive Officer