



Gender Pay Gap Report

April 2017

Introduction

Hope Learning Trust is an emerging multi-academy trust based in North Yorkshire.

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.

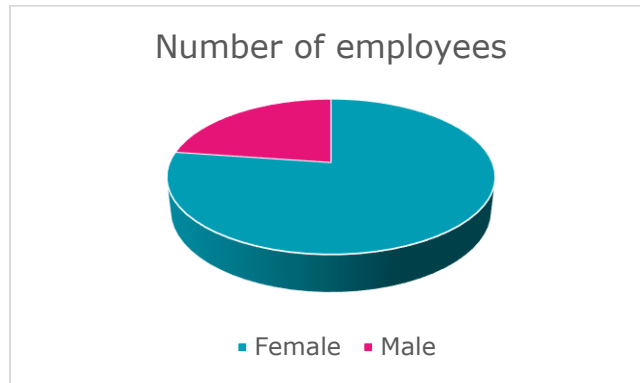
We can use these results to assess:

- 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 5th April 2017, at which time, we had a total of 325 employees; 251 (77%) female employees and 74 (23%) male employees.



The mean gender pay gap

Our mean gender pay gap is 18.3% meaning that females within the organisation are paid 18.3% lower than males within the organisation.

The median gender pay gap

The median gender pay gap is 20.77% which means that the mid-point of the female employee's hourly rate is 20.77% 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

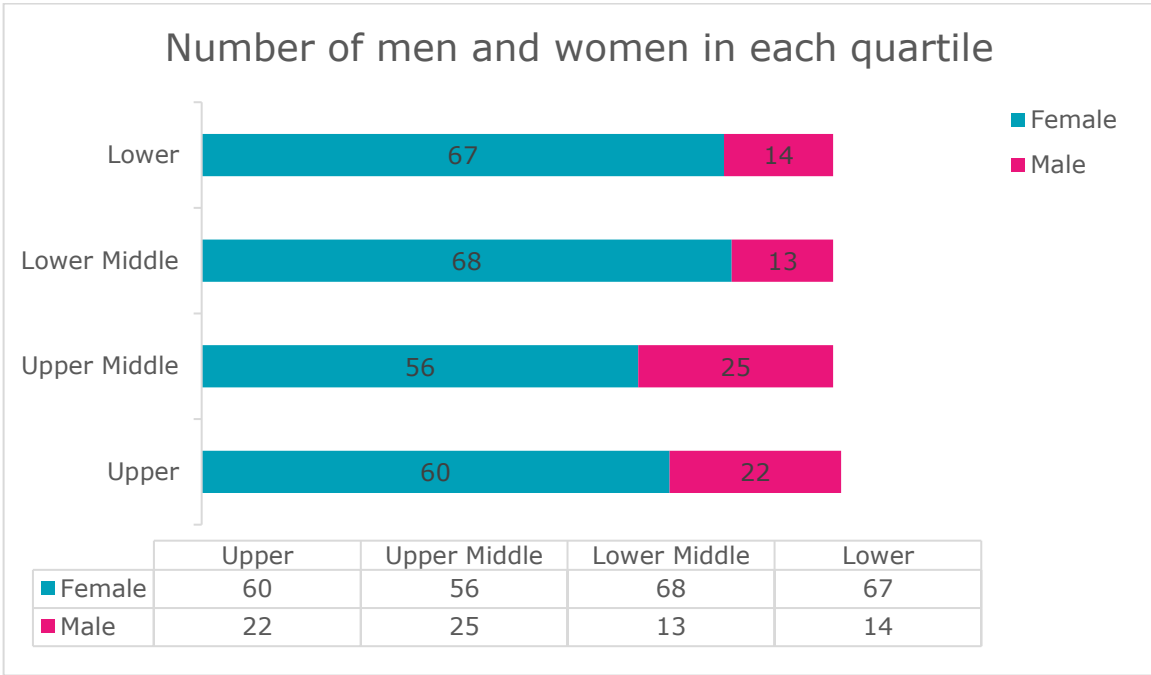
The median bonus gender pay gap is also 0% for the same reasons as above.

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	82.72%	83.95%	69.14%	73.17%
Males	17.28%	16.05%	30.86%	26.83%



Summary

The Trust will seek to find strategies to reduce the gender pay gap, however there is a recognition within the organisation that Hope Learning Trust employs significantly more females than males, and that a substantial number of females are placed in our upper quartile band of pay, reflecting the fact that a number of our Senior Leaders are female.

I can confirm that the above data is accurate.

Brian Crosby

Chief Executive Officer