

Gender Pay Gap – Hornbeam Academy Trust (HAT)

Hornbeam Academy Trust was incorporated on 23 July 2012 and is made up of three academies. William Morris and Brookfield House formed the Hornbeam Academy on 1 September 2012. Forest Approach (formerly Dycorts) joined on 1 September 2015 and Ravensbourne joined on 1 April 2016. All three schools have been rated Good by Ofsted.

This Gender Pay Gap Report is based on the relevant data as at 31 March 2019, covering all schools and centrally based staff within the Trust. Whilst we are shown to have a gap, it is in line with the education sector as a whole and all our staff are paid appropriately and against national pay ranges within the local authorities that we work across.

The difference in the mean/median hourly rate of pay between male and female full pay equivalent employees is:

Mean 17.6%

Median 17.92%

The proportions of males and females in each quartile pay band ordered highest to lowest (Q4 to Q1) are as follows:

	Male No	Male %	Female No	Female %	Total no
Q4	16	17.39	76	82.61	92
Q3	16	17.39	76	82.61	92
Q2	8	8.69	84	91.3	92
Q1	9	9.78	83	90.22	92

Women make up 86.68% of our workforce, with 20.65% being in quartile 4 of highest paid earners within our organisation, compared to 13.32% of men within the workforce, with only 4.35% in quartile 4.

Although the statistics lean towards the male workforce being paid higher, our statistics show that, within the wider context, there are significantly higher numbers of female workforce within the lowest quartiles, due to more females employed in support roles within the Trust. The difference between men and women becomes more significant in the highest pay quartile, due to the imbalance of men to women in the workforce.

As a Trust, we seek to promote and reward staff irrespective of sex and gender and this is evidenced by the number of female staff in senior positions within HAT (Director of Finance, Headteachers and Deputy Headteachers).