



**Gender Pay Gap Report
31 March 2020**

Hales Valley Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate the pay gap between our male and female employees.

The calculations below have been drawn up from information supplied by our payroll provider.

All employees

| | Total Workforce Split | Mean pay gap | Median Pay Gap | Upper Quartile | Upper-Middle Quartile | Upper-Lower Quartile | Lower Quartile |
|---------------|-----------------------|--------------|----------------|----------------|-----------------------|----------------------|----------------|
| Female | 92.11% | | | 87% | 93% | 93% | 96% |
| Male | 7.89% | 12.28% ↑ | 32.71% ↑ | 13% | 7% | 7% | 4% |

Bonus payments: None paid in relevant period

Hales Valley Trust is committed to the promotion of equality of opportunity and supports the fair treatment of all staff irrespective of gender. We ensure this by a transparent recruitment process, pay policy and continued professional development.

Hales Valley pay structure is aligned to grading structure set out by the Local Authority for non-teaching staff and to the School Teachers Pay & Conditions Document for teaching staff, both of which are set by the NJC. All of our staff are paid within the same pay band for the same job role regardless of their gender.

It is clear from our data that we employ more men in higher paid roles (leadership/senior teachers) and substantially fewer men in lower paid roles (TA's, lunchtime supervisors, cleaning & catering), many of which are part time.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up.

Trust Actions

Hales Valley Trust is committed to equality, diversity and inclusion.

We will continue to positively recruit to all positions and ensure that our recruitment processes, pay and professional development policies remain fair and transparent.

**Jeannette Mackinney
Chief Executive Officer**