Hampton Academies Trust

2018 GENDER PAY GAP REPORT

The Hampton Academies Trust was formed in September 2014 when Hampton College became a convertor academy and formed a multi-academy trust. One of the drivers for conversion was to allow us to bid for other local opportunities. In September 2015, HAT was named as the preferred education provider for the new secondary school in the locality, Hampton Gardens, which opened in September 2017. The Trust's latest new school project, Hampton Lakes Primary School, is due to open in September 2019.

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The figures must be calculated using a specific reference date, this is called the 'snapshot date'. The snapshot date each year is 31 March for public sector organisations. The requirement is to report on the following six measures:

• mean gender pay gap in hourly pay	• median bonus gender pay gap
• median gender pay gap in hourly pay	• proportion of males and females receiving a bonus payment
• mean bonus gender pay gap	• proportion of males and females in each pay quartile

On 31 March 2018, the Trust had two schools, Hampton College Primary Phase & Secondary Phase and Hampton Gardens. The total number of employees was 230, of which 72% were female and 28% male. Although employers with less than 250 employees are not required to comply with the regulations, as a Trust we recognise the importance of openness and transparency and are keen to share this information.

Hampton Academies Trust mean and median difference in hourly rate (% difference male to female):

Mean

27.99%

Median

26.78%

The proportion of males/females in each quartile pay band is as follows:

	Lower Quartile	Lower Middle	Upper Middle	Upper Quartile
Female	72%	86%	68%	62%
Male	28%	14%	32%	38%

No staff were paid bonus payments therefore there are no figures to report in respect of bonuses.

Supporting Narrative:

- The Governing Body of Hampton Academies Trust is committed to promoting equality and diversity and to closing the gender pay gap. We aim to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills, free from discrimination, and in which all decisions are based on merit.
- All members of staff are paid in accordance with nationally agreed pay and conditions. Teachers' Pay is governed by the School Teachers' Pay and Conditions Document and support staff pay follows the National Joint Council (NJC).
- Decisions about teachers' pay progression are made in accordance to the HAT Appraisal Policy and are based on criteria set out in the HAT Whole School Pay Policy.
- The Trust ensures that a uniform evaluation process is used to determine the salary range for members of support staff.
- The appointment of all employees follows a fair, transparent and consistent recruitment and selection process in line with the Trust's Recruitment and Selection Policy. All appointments are based on merit and in accordance with the provisions of Employment Law, Keeping Children Safe in Education and the Trust's Equality and Diversity policy.
- We recognise that our median gross hourly average of 26.78% is higher than the national average of 17.9% (published by the Office of National Statistics). As a Trust we encourage work life balance and operate a fair flexible working policy. We have identified that a high number of female members of staff primarily undertake part time support roles across the Trust, therefore we feel these figures reflect the composition of our workforce rather than pay inequalities.
- Females are well represented across the Trust in leadership positions with 60% of the Senior Leadership Team being female.

I can confirm that the information contained in this report is an accurate reflection of the HAT position relating to gender pay across the Trust.

Signed on behalf of the Trustees of Hampton Academies Trust

Ms Helen Price
Executive Headteacher - CEO
Hampton Academies Trust