



Introduction:

1. 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 legislation requires that the following six calculations are published:
 - Average gender pay gap as a mean average
 - Average gender pay gap as a median average
 - Average bonus gender pay gap as a mean average
 - Average bonus gender pay gap as a median average
 - Proportion of males and females receiving a bonus payment
 - Proportion of males and females when divided into four groups ordered from lowest to highest pay
2. The gender pay gap is not the same as equal pay. Ever since the Equal Pay Act of 1970, it has been illegal to pay different amounts to males and females doing the same work, unless there is a 'genuine material factor' for the difference. The Heart of Mercia Multi-Academy Trust (HOM) is committed to the equality of opportunity for all in matters of pay.
3. The gender pay gap measures the difference in the hourly pay of all males and females in an organisation and is expressed as a percentage of male employees' hourly pay. It reported on a mean and median basis.
4. The mean is the overall average of all employees' salaries and can therefore be skewed by any extremely high or low salaries. The median involves listing all salaries in order, from lowest to highest, and picking the salary in the middle.
5. Gender information has been taken from staffing and payroll information maintained by our outsourced payroll provider, Liberata. Information provided by Liberata is based upon positions (i.e. contracts) rather than headcount. This means that an employee may have more than one position (contract), for instance, exam invigilators at Worcester Sixth Form College hold three positions paid at three different hourly rates.
6. Bonuses are not paid therefore the 3rd, 4th and 5th measure are not applicable.

Gender Pay Gap Report – March 2023

Statutory reporting:

	2020	2021	2022	2023
Average gender pay gap as a mean average	20%	19%	17%	15%
Average gender pay gap as a median average	47%	50%	38%	35%
Average bonus gender pay gap as a mean average	N/A	N/A	N/A	N/A
Average bonus gender pay gap as a median average	N/A	N/A	N/A	N/A
Proportion of males and females receiving a bonus payment	N/A	N/A	N/A	N/A

Proportion of males and females when divided into four groups ordered from lowest to highest pay:

Quartile	2020		2021		2022		2023	
	Female	Male	Female	Male	Female	Male	Female	Male
Upper	60%	40%	57%	43%	63%	37%	65%	35%
Upper middle	56%	44%	57%	43%	58%	42%	55%	45%
Lower middle	73%	27%	78%	22%	76%	24%	77%	23%
Lower	79%	21%	73%	27%	77%	23%	73%	27%

Conclusion:

In March 2023, the gender pay gap is closing:

- females earned 85p for every £1 that males earned when comparing the mean (average) hourly pay. This is a small improvement on the March 2022 position.
- When comparing the median hourly pay, females earned 65p for every £1 that males earned. This represents a significant improvement on the March 2021 position.
- Male representation has decreased in the upper quartile whilst female representation has decreased in the lower quartile.

The overall pay gap reflects our workforce composition rather than pay inequality. HOM has robust procedures in place to ensure that inclusion and equality for all staff.