

Hampton Academies Trust

2020 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. In September 2015, HAT was named as the preferred education provider for the new secondary school in the locality, Hampton Gardens School, which opened in September 2017. Hampton Lakes Primary School opened in September 2019 and Dogsthorpe Infant School joined the Trust on 1 December 2020.

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 2020, the Trust had three schools, Hampton College Primary Phase & Secondary Phase, Hampton Gardens School and Hampton Lakes Primary School. The total number of employees was 301, of which 77% were female and 23% male. In 2019 there were 254 employees, of which 76% female and 24% male.

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



The proportion of males/females in each quartile pay band is as follows with the 2019 data in brackets:

	Lower Quartile	Lower Middle	Upper Middle	Upper Quartile
Female	85% (84%)	85% (87%)	73% (67%)	64% (64%)
Male	15% (16%)	15% (13%)	27% (33%)	36% (36%)

Bonus payments

Of our workforce of 301 employees, no employees received a bonus payment.

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 41.03% is higher than the national average of 15.5% (data for 2020 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 67% 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



Dr Helen Price
Executive Headteacher - CEO
Hampton Academies Trust