



Gender Pay Gap Report for HISP Multi Academy Trust as at 5th April 2024

1. Introduction

Organisations with 250 or more employees are required by law to report annually on their gender pay gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report outlines the gender pay gap data for HISP Multi Academy Trust, providing insights into pay distribution and identifying areas for improvement to ensure pay equity.

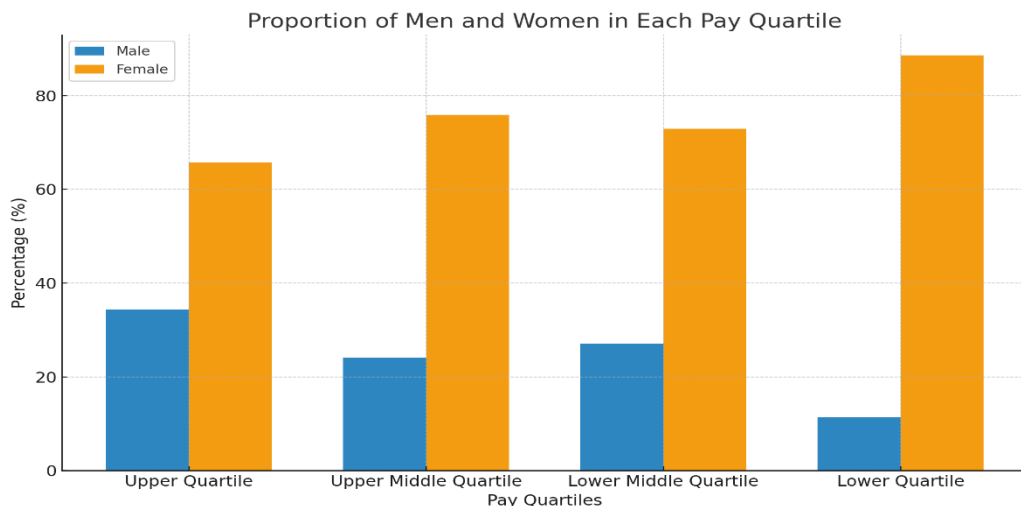
The gender pay gap reporting aims to spotlight inequalities, drive action, and enhance workplace culture and retention. This report is a snapshot as of the most recent data collection date, and reflects the pay structure within HISP Multi Academy Trust at that time.

2. What is our gender pay gap?

The gender pay gap is calculated using the government's methodology, which measures the difference in pay between male and female employees. It is important to note that the gender pay gap is not the same as unequal pay for the same role but reflects broader structural disparities in pay distribution.

As of the reporting date, the gender composition within HISP Multi Academy Trust was as follows:

- **Upper Hourly Quartile:** 34.34% male, 65.66% female
- **Upper Middle Hourly Quartile:** 24.10% male, 75.90% female
- **Lower Middle Hourly Quartile:** 27.11% male, 72.89% female
- **Lower Hourly Quartile:** 11.45% male, 88.55% female

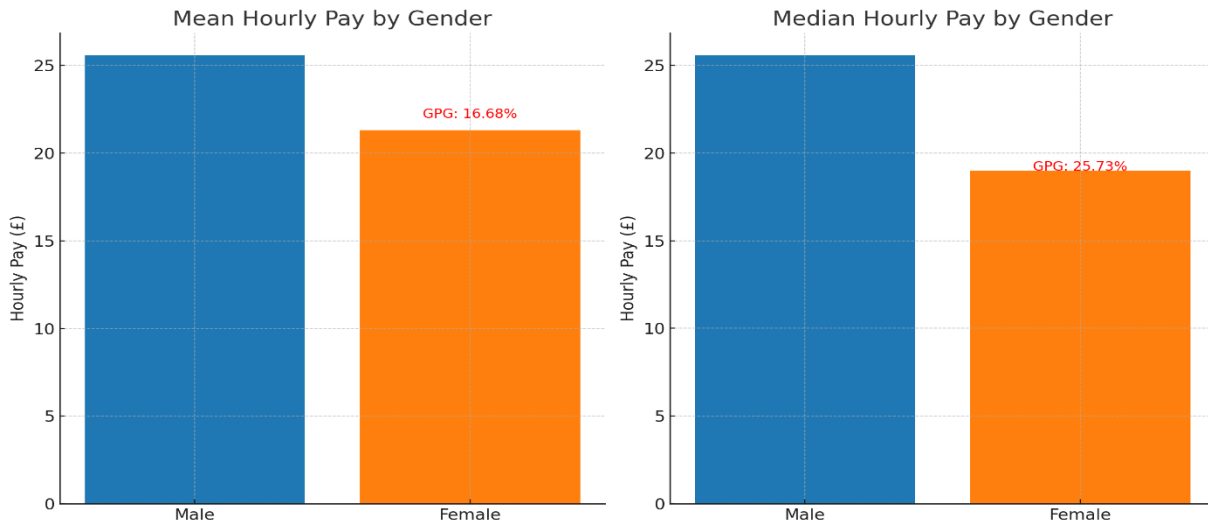


This distribution shows that a higher proportion of women occupy lower-paid roles, which is a significant driver of the gender pay gap.



The mean and median pay gaps were as follows:

- **Mean gender pay gap:** 16.68% (men earning more on average)
- **Median gender pay gap:** 25.73%



These figures highlight that women are overrepresented in lower-paying quartiles, contributing significantly to the pay gap.

Women's median hourly pay was 25.73% lower than men's, this means women earned 74.27p for every £1 that men earned when comparing median hourly pay.



The gap has reduced from the previous year – HISP is a growing organisation which has effected the data over time.

3. Bonus gender pay gap

HISP Multi Academy Trust does not currently have a bonus structure in place, so there is no bonus gender pay gap to report.



4. Addressing the gender pay gap

HISP Multi Academy Trust is committed to reducing the gender pay gap through several strategic initiatives, including:

- **Inclusive recruitment and progression:** Implementing fair hiring practices and creating clear pathways for career progression for all staff.
- **Flexible working policies:** Promoting work-life balance through adaptable work arrangements.
- **Talent development:** Investing in training, mentorship, and leadership development, especially for underrepresented groups.
- **Data-driven monitoring:** Regularly reviewing pay data to assess progress and adjust policies as needed.

By fostering an inclusive culture and proactively addressing structural pay disparities, the Trust aims to close the gender pay gap over time.

6. Definitions, assumptions, and scope

The calculations in this report are based on employee data as of the reporting date, in line with government guidelines. Pay data includes base pay and allowances, but excludes benefits in kind and employer pension contributions.

Key definitions:

- **Pay gap:** Difference in average pay between two groups.
- **Mean pay gap:** Difference between average hourly rates.
- **Median pay gap:** Difference between the midpoints in hourly rates.
- **Quartile pay bands:** Pay distribution divided into four equal parts.

HISP Multi Academy Trust remains dedicated to creating an equitable workplace where all staff are valued and rewarded fairly. Through ongoing efforts and continuous review, the Trust is committed to building a more inclusive and balanced workforce.