

HOPE LEARNING COMMUNITY
Gender Pay Gap Report 2019-2020

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Introduction

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data. We are required to publish the results on our own website and a government website. We will do this within one calendar year of March 31st.

We can use these results to assess:

- The levels of gender equality in our workplace.
- The balance of male and female employees at different levels.
- How effectively talent is being maximised and rewarded.
- The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

The results show the difference in average pay between all men and women across Hope Learning Community's workforce, which comprised **290** employees at the snapshot date. It is different to equal pay, which is the difference between men and women who do the same job and role in the workforce.

The snapshot date for Hope Learning Community was **31st March 2020**.

Results for March 2020

Mean Gender Pay Gap		
Male Mean Hourly Rate	Female Mean Hourly Rate	Percentage Mean Gender Pay Gap
£14.23	£10.78	24.25%

Comments:

At Hope Learning Community the mean average hourly rate is higher for men than women, with a **24.25%** pay gap. This is explained by the higher proportion of men in senior leadership roles, including the Chief Executive Officer.

Median Gender Pay Gap		
Male Median Hourly Rate	Female Median Hourly Rate	Percentage Median Gender Pay Gap
£8.32	£8.37	-0.64%

Comments:

At Hope Learning Community the median hourly rate is marginally higher for women than men, with a **-0.64%** pay gap. This is partly explained by the demographic of the workforce, which is **86%** female.

Mean Bonus Gender Pay Gap		
Male Mean Bonus Pay	Female Mean Bonus Pay	Percentage Mean Bonus Pay Gender Pay Gap
£0.00	£0.00	0.00%
Median Bonus Gender Pay Gap		
Male Median Bonus Pay	Female Median Bonus Pay	Percentage Median Bonus Gender Pay Gap
£0.00	£0.00	0.00%
Percentage Male Paid Bonus During 12-month Period	Percentage Female Paid Bonus During 12-month Period	
0.00%	0.00%	

Comments:

Hope Learning Community did not make bonus payments to any employee during the reporting period.

Proportion of Males and Females in each Quartile Pay Band		
Quartile	Percentage Male	Percentage Female
Lower	19.44%	80.56%
Lower Middle	10.96%	89.04%
Upper Middle	4.17%	95.83%
Upper	21.92%	78.08%

Action Plan

Hope Learning Community is committed to ensure all staff receive equal pay for equal work, regardless of gender. Teaching Staff are remunerated on the National School Teachers Pay and Conditions document and support staff pay follows Local Government Pay Scales.

Gary Smith

CEO, Hope Learning Community