

Gender Pay Gap Report March 2024

Hope Learning Community

Registered Address: Market Field School, School Road, Elmstead Market, Essex, United Kingdom, CO7 7ET

Sector: Education

Snapshot Date: 31 March 2023

Employee Headcount: 250–499

1. Main Gender Pay Gap Figures

- **Median Gender Pay Gap:**
 - **Women earned 85p for every £1 that men earned** (comparing median hourly pay).
 - **Women's median hourly pay was 14.8% lower than men's.**
- **Mean (Average) Gender Pay Gap:**
 - **Women's mean hourly pay was 28.6% lower than men's.**

2. Pay Quartiles

The following table shows the proportion of women and men in each pay quartile:

Quartile	% Women	% Men
Upper (highest)	63.6%	36.4%
Upper Middle	85.7%	14.3%
Lower Middle	80.7%	19.3%
Lower (lowest)	94.1%	5.9%

Visualisation:

(Each symbol represents 1% of employees in the quartile.)

- **Highest paid jobs:**
 - **Women:** 64%
 - **Men:** 36%

- **Lowest paid jobs:**
 - **Women:** 94%
 - **Men:** 6%

3. Bonus Pay

- **No bonuses were paid during the reporting period.**

4. Explanation

- **Gender pay gap:** This report shows the difference in average (mean) and median hourly pay between women and men. It does not indicate unequal pay for the same work, but rather reflects the distribution of women and men across different roles and pay levels
- **Pay quartiles:** The data highlights the proportion of women and men in each of the four pay bands. In this organisation, women are more highly represented in the lower and middle pay quartiles and also constitute a majority in the highest paid jobs, but the overall pay gap is driven by the concentration of women in lower-paid roles and the impact of mean pay differences
- **Bonus pay:** No bonuses were awarded, so there is no gender bonus gap to report.

5. Next Steps

Hope Learning Community is committed to transparency and is taking steps to understand and address the underlying causes of the gender pay gap. We will continue to monitor progress and report annually in line with statutory requirements.

This report is based on data as of 31 March 2023 and complies with UK gender pay gap reporting regulations for organisations with 250 or more employees

