



Gender Pay Gap Report

April 2025

Introduction

Hope Sentamu Learning Trust is a multi-academy trust based in North Yorkshire & East Riding. As an employer with over 250 members of staff, we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What is Gender Pay Gap Reporting

Gender Pay Gap Reporting involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employee data. This is a snapshot at a given time and will be published on an annual basis.

The calculations required are:

- the mean gender pay gap
- the median gender pay gap
- the mean bonus gender pay gap
- the median bonus gender pay gap
- the proportion of males and females receiving a bonus payment
- the proportion of males and females in each quartile band

We are required to publish the results on our own website and a government website.

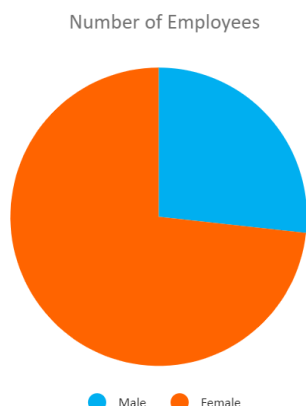
We can use these results to assess:

- 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 all organisations across the United Kingdom is to eliminate any gender pay gap.

Our Data

We collected our data on 31st March 2024, at which time, we had a total of 1066 employees; 781 (73%) female employees and 285 (27%) male employees.



The mean gender pay gap

Our mean gender pay gap is 17.85% meaning that females within the organisation are paid 17.85% lower than males within the organisation.

The median gender pay gap

The median gender pay gap is 32.56% which means that the mid-point of the female employee’s hourly rate is 32.56% lower than the mid-point of all male employee’s hourly rate.

The mean bonus gender pay gap

The mean bonus gender pay gap is 0%. This is due to the fact that there are no employees that are in roles that attract a bonus payment.

The median bonus gender pay gap

The median bonus gender pay gap is also 0% for the same reasons as above.

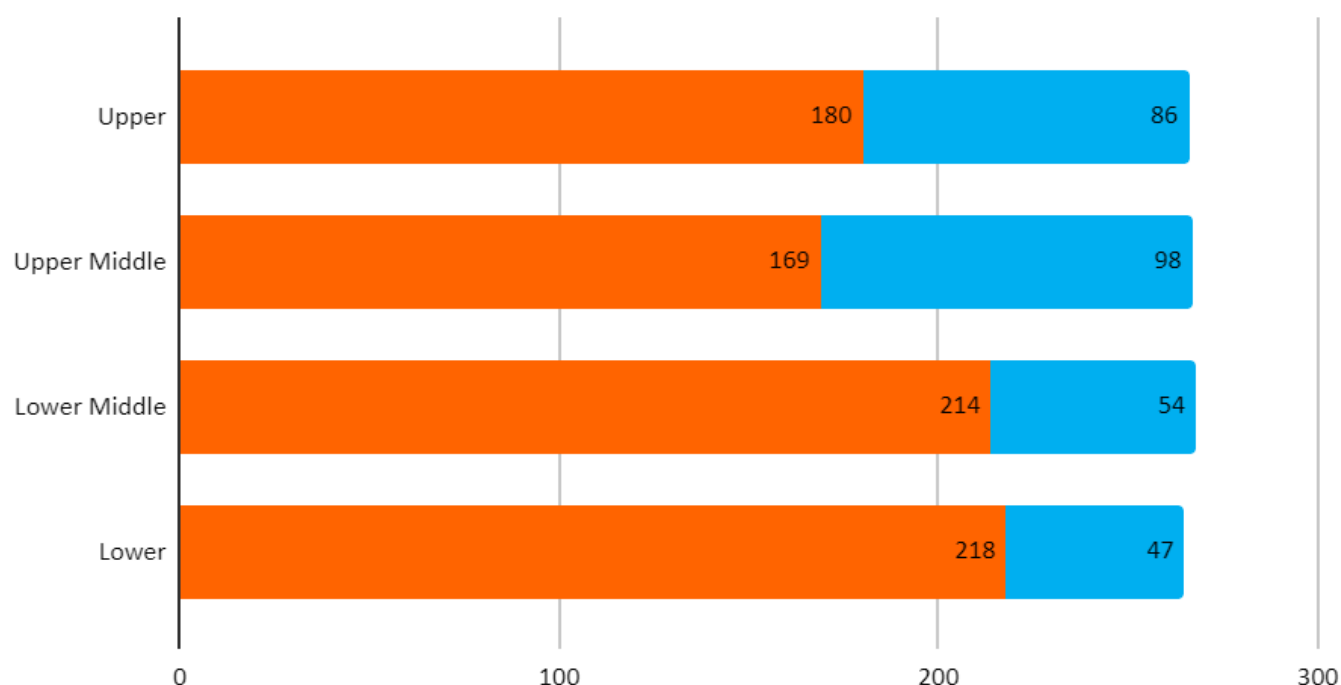
The proportion of males and females receiving a bonus payment

Proportion of males receiving a bonus payment	0%
Proportion of females receiving a bonus payment	0%

The proportion of males and females in each quartile band

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	27.91%	27.40%	21.64%	23.05%
Males	16.49%	18.95%	34.39%	30.18%

Number of Men & Women in Each Quartile



Summary

As a Trust, we are focused on equality for all. The Trust currently employs a higher number of females than males. Despite the higher proportion of female employees we recognise that a gender pay gap still exists.

The analysis demonstrates that despite having more females within every quartile, we employ fewer men within the lower quartiles and a higher proportion of men in the upper quartiles which impacts the gender pay gap.

Hope Sentamu Learning Trust (HSLT) employs more females than males in every quartile and this year shows that the strategies we have put in place are starting to bear results. Although the mean gap has increased from 16.54% to 17.85% the median gap has reduced from 36.02% to 32.56%, a reduction of 9.6%. This is partly due to an increase in the number of females in the upper quartile from 62% to 68%.

Proportionally more men are in the teaching and leadership roles than in the lower paid support staff roles when compared to the distribution of female employees.

Roles captured in the lowest quartile are all non-teaching roles such as teaching assistants, cleaners, catering assistants, administrators and technicians. The number of females in these roles is greater than in the higher quartiles. Based on our recruitment data part-time, term time salary and nature of such roles does not appear to be attractive to as many males as females.

Pay scales are based on nationally negotiated terms and conditions. Teaching staff have been awarded on average higher pay awards than support staff rates despite higher percentage increases in the lowest support staff scale point to keep our minimum salaries above the national living wage.

An illustration of the factors we have put in place to reduce the gender pay gap are:

- Anonymous application process
- Career pathways for non teaching staff to become teachers

- Including women in the recruitment/appointment process
- Skill based assessment tasks in recruitment
- Structured interviews
- Transparent and open promotion and pay progression processes
- Women in Leadership training programme and raising awareness of the barriers that prevent women from putting themselves forward for development and promotion opportunities.
- Improved workplace flexibility

Areas that we can focus on for an improvement in the gender pay gap:

- Look at ways to attract and recruit those returning to work following career breaks.
- Mentoring, support and networking opportunities for all colleagues who wish to progress in their career particularly from support roles into teaching.
- Identify Shared Parental Leave - Raise awareness of fathers' legal right to request this leave and provide guidance to understand the scheme.

I can confirm that the above data is accurate.

Helen Winn

Chief Executive Officer