



Introduction

We are an employer voluntarily reporting Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that illustrate the difference between the average earnings of men and women in our organisation. We are required to publish the information on both our website and the Government website. We have used the snapshot date of 31 March 2017.

Gender Pay Gap Report Supporting Narrative 2017 – 2018

The Hessle Academy, part of The Consortium Academy Trust, is an all-through Academy covering the 3-19 age range and the figures reflect all staff employed at those premises as of the snapshot date on 31 March 2017.

Total Workforce Make-up

Males 23.44% Females 76.56%

Our Current Gender Pay Gap



Mean Pay Gap	13.79%
Median Pay Gap	21.35%
Mean Bonus Pay Gap	7.34%
Median Bonus Pay Gap	60.00%

Percentage of employees receiving a bonus:

Males 7.14%
Females 3.11%

Employee % by Pay Quartiles



Gender	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Male	14.58	20.83	29.17	29.17
Female	85.42	79.17	70.83	70.83

Underlying Factors

The Hessle Academy employs predominantly female staff. There is an over representation of females in the lowest pay quartile and this is due to the fact that our Domestic staff and Teaching Assistants are predominately female and fall within this quartile. These types of roles attract female applicants which is common in the sector due to the more flexible hours required which may fit in with family commitments. We would expect to see an even distribution of females across each pay quartile. However, this is not the case and thus illustrates that our gap is mainly due to the lack of females who sit within the upper middle and upper quartiles and highlights an under representation of females in leadership posts within the Academy.

We aim to work to eliminate our current gender pay gap by providing employment opportunities that will encourage and ensure female employees can access all possibilities to develop and progress their career into more senior roles. By regularly reviewing how talented employees are identified and how this then feeds into the active succession management plans for senior posts will ensure we can measure that a proportionate gender balance is being observed. A regular review of policies, procedures and pay awards will enable us to monitor the pay gap more closely and look to eliminate any potential barriers, whilst focussing on employing the best person for the role in all cases and committing to an effective professional development programme.



We aim to make flexible working the norm rather than the exception

by actively supporting females to return to work following maternity, adoption leave and / or a career break and offering greater opportunity to conduct their work differently, wherever this can be accommodated. By providing parents with choice and flexibility in how they balance childcare responsibilities through promotion of our family leave policies, we aim to provide truly flexible employment by supporting the retention of talent in the workforce which can contribute to closing the gender pay gap. We frequently review our work-life balance offerings and ensure all those in a leadership or management positions, have the necessary tools to make any female

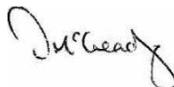
returners feel welcome and supported in the work place.

Summary

The Hessle Academy has a higher percentage of female employees, the majority of whom are employed in term-time only roles (part-time roles) which attract a lower salary such as lunchtime supervisors, domestic workers, office staff and classroom based support staff. The Trust is committed to ensuring that males and females are paid at the same rate for the same work on standard scales regardless of gender. Teaching staff pay scales are aligned to the School Teachers Pay and Conditions Document (STPCD) which is reviewed annually by the School Teachers Review Board (STRB). Support staff salaries are currently determined by a job evaluation process, benchmarked against nationally agreed salary scales, which is reviewed annually to ensure the pay reflects the work undertaken. Males and females are treated equally on appointment and throughout their careers.

The Trust will continue to review its approach to employee remuneration and where appropriate will develop solutions to address unjust gaps in remuneration thus aiming to ensure our policies, practices and procedures are fair and transparent for all employees.

I confirm the information is true and correct:



Signed.....

Date.....April 2018.....

Mr D McCready
CEO The Consortium Academy Trust