



Richard Huish Gender Pay Gap Report (Snapshot - March 2022)



Huish Values

As an organisation with a live set of 'Huish Values', working towards the reduction of the gender pay gap is a priority for Huish when considering the development and implementation of our People strategies, policies and procedures.



Pupils and Students are at the centre of everything we do – all decisions are considered in relation to the impact on pupils and students.

We carefully **consider the environmental impact** of our activities and actively seek more sustainable solutions – we are committed to reducing our environmental impact.

We are determined and rigorous in our pursuit of **educational excellence** – we are individually and collectively committed to making improvements for the benefit of pupils and students.

We strive to **add value** and are committed to supporting all members of the School and College community to achieve beyond what might be expected.

We have a **culture that cares** for the individual and promotes inclusivity, equality and mutual respect – specialist support is available for all and diversity is embraced.

Honesty and integrity are central to our work – we are committed to being transparent, open and trusting.

We **work collaboratively** and constructively as a team in order to best serve the local and wider community – all stakeholders work together positively and professionally.

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The Gender Pay Gap

The Mean Gender Pay Gap across all establishments in the Trust is 23%. This breaks down as 30% across the schools and 10% at the College. This is set against a sector (Education) average of 22.2% (Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) data). Working in line with nationally agreed pay scales, there can be a high level of confidence that there is 'equal pay' for Huish Trust staff (male and female staff being paid equitably for the same job).

Like many Multi Academy Trusts, we attribute the female/male split of 73% to 27% respectively with the greater proportion of men in roles in the Upper Middle and Upper quartiles of the pay banding as the main contributing factor to the gender pay gap at Huish.

The proportion of female staff employed in the Lower and Lower Middle quartiles (roles attracting the lower rates of pay) in the schools are generally roles which are based around term-time contracts or school hours (Teaching Assistants, Administrators, Nursery Assistants for example). In the College, the Gender Pay Gap is predominantly driven by the larger proportion of female staff in Lower Middle quartile, again, the area with the highest proportion of term time contracts.

It is encouraging to see that across the schools, in Upper Middle and Upper quartiles (roles attracting the higher rates of pay) the proportion of female staff is greater than the proportion of male staff, however this is set against a female/male split of 83/17% for the Trust schools.

Whilst the Gender Pay Gap across Huish is just slightly higher than the sector average, there is still some way to go to close the gender pay gap within the Huish Trust schools particularly.

Richard Huish Trust

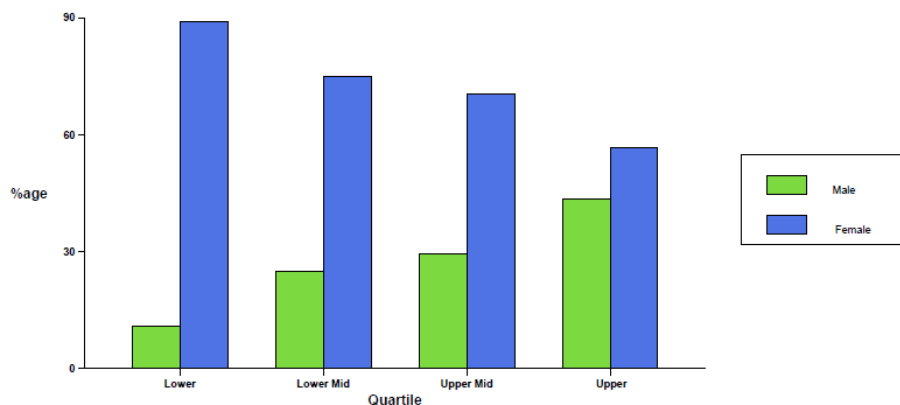
Hourly Rate Gaps

	Male	Female	Percentage Difference
Mean	20.56	15.82	23.05%
Median	20.80	12.98	37.60%

Hourly Rate Quartiles

Gender	Lower (128)		Lower Middle (128)		Upper Middle (129)		Upper (129)	
Male	14	10.94%	32	25.00%	38	29.46%	56	43.41%
Female	114	89.06%	96	75.00%	91	70.54%	73	56.59%

Proportion of male and female employees per quartile



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Richard Huish College

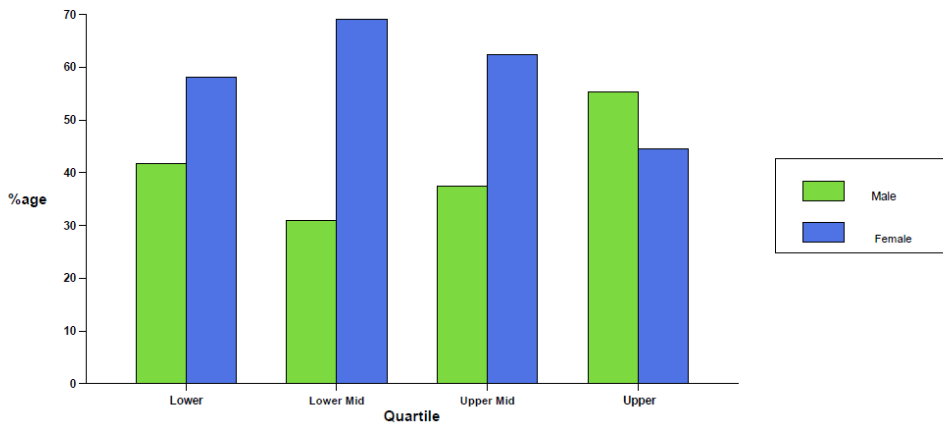
Hourly Rate Gaps

	Male	Female	Percentage Difference
Mean	20.49	18.43	10.05%
Median	20.98	16.77	20.07%

Hourly Rate Quartiles

Gender	Lower (55)		Lower Middle (55)		Upper Middle (56)		Upper (56)	
Male	23	41.82%	17	30.91%	21	37.50%	31	55.36%
Female	32	58.18%	38	69.09%	35	62.50%	25	44.64%

Proportion of male and female employees per quartile



Huish Trust Schools

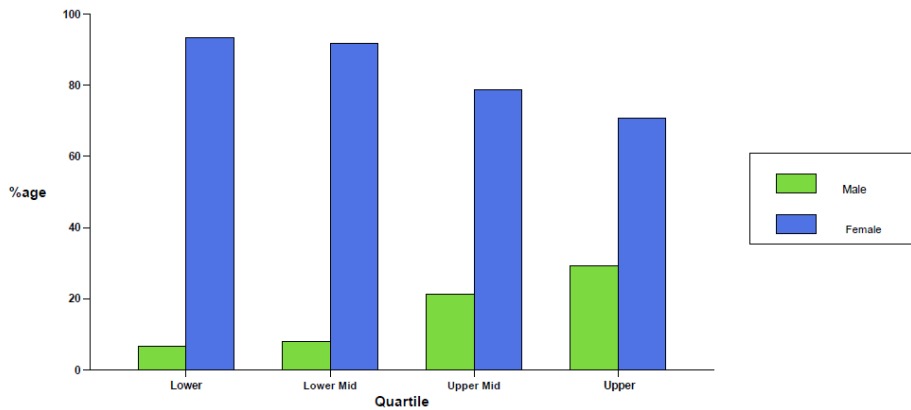
Hourly Rate Gaps

	Male	Female	Percentage Difference
Mean	20.67	14.44	30.14%
Median	18.30	10.50	42.62%

Hourly Rate Quartiles

Gender	Lower (74)		Lower Middle (74)		Upper Middle (75)		Upper (75)	
Male	5	6.76%	6	8.11%	16	21.33%	22	29.33%
Female	69	93.24%	68	91.89%	59	78.67%	53	70.67%

Proportion of male and female employees per quartile

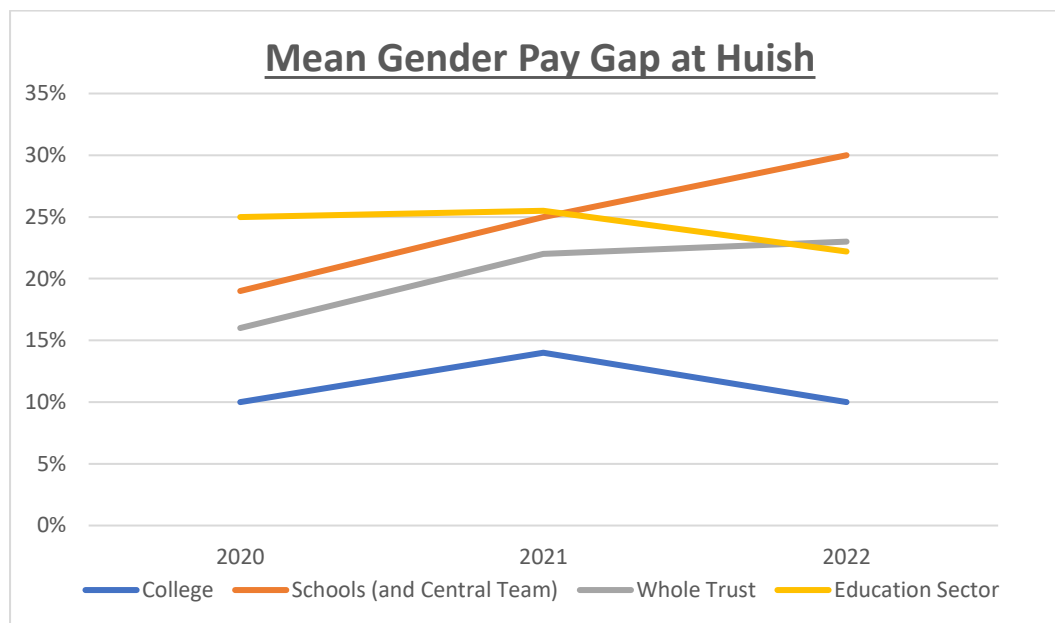


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Gender Pay Gap Trends

The chart below shows that whilst pay gap at the college remains consistent at around 12% (range between 10-15%), in the schools the pay gap continues to grow and in excess of the sector average for 2022. (Note – the 'Whole Trust' data for 2020 and 2021 (pre academisation) are estimated).



Commitments

Without being complacent, it is fair to say that the organisation is already mindful of gender bias and forward thinking in terms of equality of opportunity, as such, careful thought, creativity, and relentless focus are all going to be essential in reducing the gender pay gap as we move forwards.

Having considered the research carried out by the Government Equalities Office, on strategies to reduce the gender pay gap, Huish will:

- Continue to impact assess all 'people related' policies and procedures in the context of direct and indirect discrimination and gender bias.
- Continue to promote the Huish Application for Flexible Working procedure.
- Use the Staff Surveys to 'test' the understanding and knowledge of staff related to opportunities to explore flexible working and career progression (checking for differences in male and female staff response).
- Ensure Continuous Professional Development for school and College Leadership includes themes which will make unconscious gender bias less likely in the way our schools and College are led.
- Scrutinise Huish Trust Talent Management and Succession Planning for gender bias
- Use Images where possible, which positively promote vacancies in Lower and Middle quartiles to male applicants.
- Scan all adverts using specialist software to highlight unconscious bias in the wording.
- Consider all vacancies for suitability for part time / flexible working.

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- Actively promote 'family friendly' policies to both male and female staff.
- Continue to use skill-based assessments task and not just rely upon interviews.
- Use structured interview formats for all candidates.
- Encourage salary negotiation by showing salary ranges.
- Introduce transparency to promotion, pay and reward processes.
- Offer mentoring for all aspiring leaders.
- Offer networking programmes for all aspiring leaders.