

Richard Huish Gender Pay Gap Report (Snapshot - March 2024)



The Gender Pay Gap

The Mean Gender Pay Gap across all establishments in the Trust is 22.7 This is set against a sector (Education) average of 14.2% (ONS data from the 2023 Data).

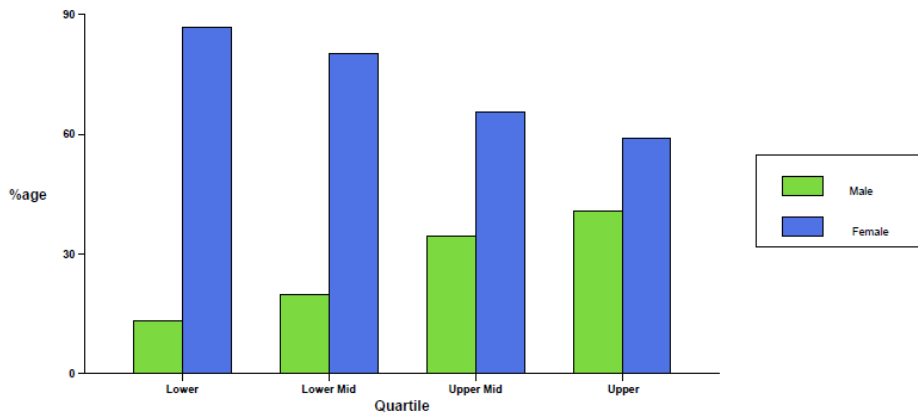
Hourly Rate Gaps

	Male	Female	Percentage Difference
Mean	23.56	18.20	22.75%
Median	24.30	14.55	40.12%

Hourly Rate Quartiles

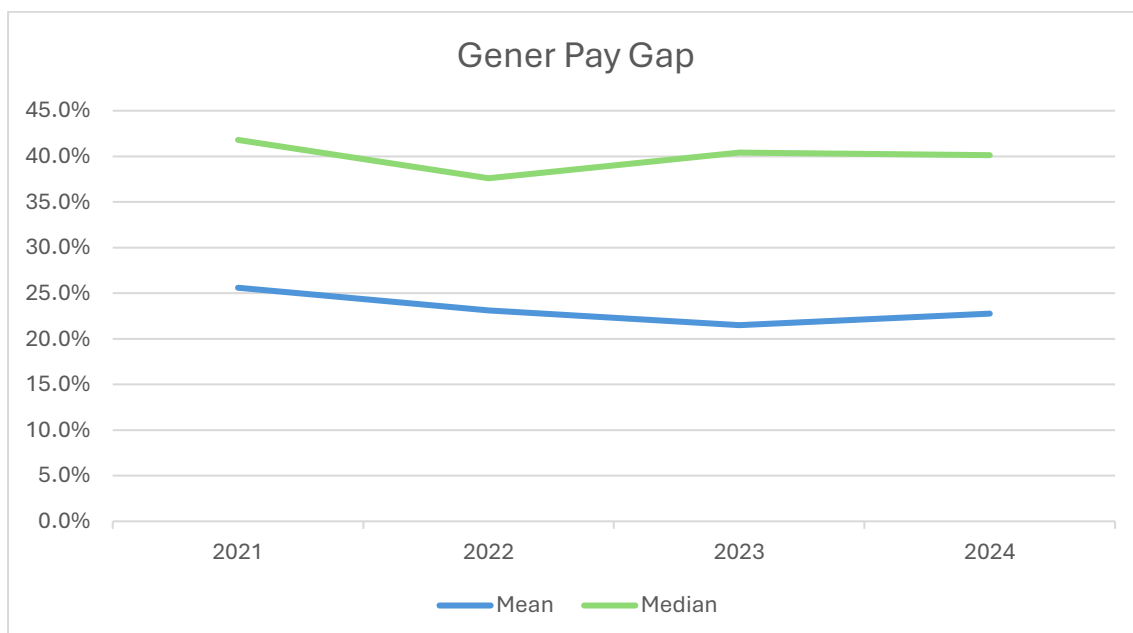
Gender	Lower (136)		Lower Middle (136)		Upper Middle (137)		Upper (137)	
Male	18	13.24%	27	19.85%	47	34.31%	56	40.88%
Female	118	86.76%	109	80.15%	90	65.69%	81	59.12%

Proportion of male and female employees per quartile



Gender Pay Gap trends

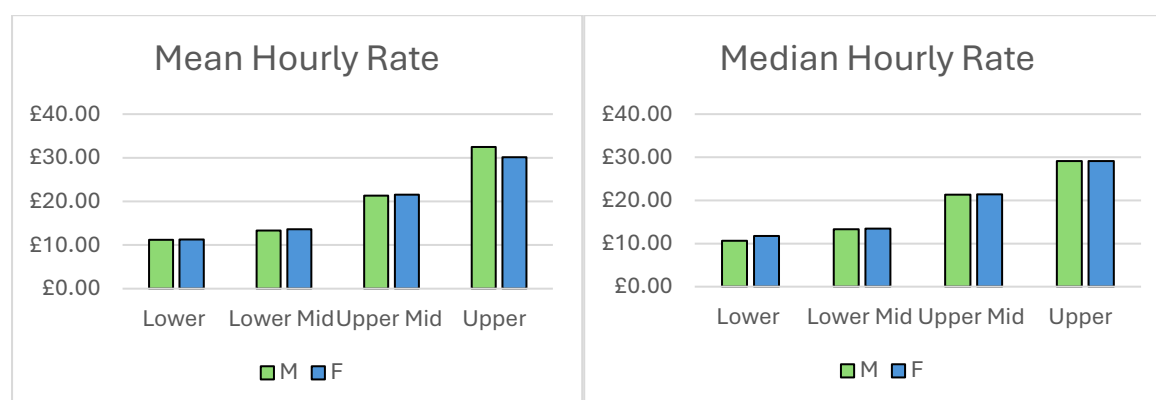
The chart below shows that over time, the Gender Pay Gap at Huish, both Mean and Median has reduced slightly over the previous 4 years.



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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). The charts below show the average Hourly rates of male and female employees within each quartile.



Like many Multi Academy Trusts, we attribute the female/male split of 74% to 26% 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).

Lower Quartile	Lower Mid Quartile	Upper Mid Quartile	Upper Quartile
Cleaner (TTO) Invigilation Teaching Assistant Admin Assistants	Technician Caretaker Nursery Practitioner HLTA Finance Officer Progress Tutor	Teachers (schools) Sports Coach IT senior tech Managers	Teachers (RHC) Leadership

Commitments

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

In striving to close the Gender Pay Gap at Huish we are making the following commitments:

- Continue to impact assess all 'people related' policies and procedures in the context of direct and indirect discrimination and gender bias.
- Write and implement a Trust Flexible Working procedure

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- 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
- All adverts 'scanned' using specialist software to highlight unconscious gender bias in the wording.
- Consider all vacancies for suitability for part time / flexible working.
- Actively promote 'family friendly' policies to both male and female staff.
- 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).