



## Gender Pay Gap Report

### Reporting Year 2024/2025

This report is an overview of the key statistics of our Gender Pay Gap Reporting, from snapshot figures of all those employed by Hailsham Community College Academy Trust On 31st March 2024. This is in response to the Trust's statutory obligation under the Public Service Equality Duty and Gender pay regulations.

The gender pay gap is 'an equality measure that shows the difference in average earnings between women and men.' Historically, women have earned significantly less than men, however, the gender pay gap has been declining slowly over time, falling approximately a quarter over the last decade.

We are required to report the mean and median gender pay gaps, the distribution of gender by pay quartile and details about bonus payments.

Total staff at the snapshot on 31st March 2024 was 303 (72% female, 28% male) across two secondary Academy's.

**1. The Mean Gender Pay Gap** – The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.

<b>Female</b>	<b>164</b>	<b>£20.78</b>
<b>Male</b>	<b>66</b>	<b>£28.49</b>

The mean gender pay gap is therefore 27.06%. This shows that on average, female employees earn less than their male counterparts. This compares to 11% in 2023.

**2. The Median Gender Pay Gap** - The difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

<b>Female</b>	<b>164</b>	<b>£13.17</b>
<b>Male</b>	<b>66</b>	<b>£32.92</b>

The median gender pay gap is therefore 60%. This shows that, typically, female employees receive lower pay than male employees.

### 3. The proportion of males and females in each quartile pay band:

	Lower Pay Band Quartile	Lower Middle Pay Band Quartile	Upper Middle Pay Band Quartile	Upper Pay Band Quartile
Female	45 (77.5%)	49 (84.5%)	37 (64.9%)	33 (56.9%)
Male	13 (22.5%)	9 (15.5%)	20 (35.1%)	25 (43.1%)

#### Bonus Pay

There were no bonus payments recorded during this period.

#### Supporting Statement

For context, 71.3% of staff are female occupying a variety of roles. It is recognised in education that more women apply to work in the sector due to attractive working patterns i.e. part time and term time contracts to work around family responsibilities.

Hailsham Community College Academy Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy, and professional development. All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same band for the same job role.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the gender pay gap information for Hailsham Community College Academy Trust



S Wilkinson  
Head of Business Services