

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We have carried out the required calculations to show the difference between the average earnings of men and women in the Thomas Hardye School based on salary payments for March 2018.

The results are aimed to help us 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 across Great Britain is to reduce any gender pay gap as much as possible.

Our current data produces the following results, from an overall workforce of 69% women:

- Women's hourly rate is 28.2% lower (mean) and 31.9% lower (median)
- The top salary quartile has 53.1% men and 46.9% women
- The upper middle salary quartile has 35.9% men and 64.1% women
- The lower middle salary quartile has 35.9% men and 64.1% women
- The lower salary quartile has 4.6% men and 95.4% women
- We do not give bonus pay

We have been successful in promoting qualified women to some of the highest paid opportunities in the school. However in common with many other educational establishments, term-time only, part-time roles continue to be more attractive to women than men.

The lower middle salary quartile is now populated by 23 men and 41 women with an hourly rate ranging from £19.76 per hour to £10.44 an hour. The salary range was improved for support staff in April 2018 and will increase again in April 2019, the nationally agreed rates lifting the minimum wage will at least provide a better base level pay than previously offered on National Joint Council (NJC – Support Staff) rates.

The lower salary quartile is populated by 3 men and 62 women which is a shift of 4 men out of this band and an additional 4 women joining it. This group has an hourly rate ranging from £10.07 to £7.78. In the main these are classroom support, either Teaching Assistant or Technician and administrative roles. They are term-time only making the challenge of balancing the gender pay ratios very difficult, as very few men apply for these roles. We continue to encourage the training and qualification of women but the monitoring of the success rate of

men at application and interview stages has only highlighted the lack of interest, thus far, that men have had in this type of employment.

Our existing Equality Objectives pledge the school to instigate initiatives to raise awareness, provide greater flexibility and actively promote professional development opportunities to encourage more women into leadership roles. Through the Teaching School we have recently completed a Women in Leadership programme to which all women at whatever level and in whichever role in education within the Dorchester Areas Schools Partnership (DASP) were welcome. This programme offered great inspiration to a wide range of women from already very successful women leaders and a network of support has been built up for participants. Awareness of external factors that can in some cases unjustly influence a woman's ability to build a successful career has been raised and we hope that networks of support will continue to build confidence in our cohort of women. We want to encourage challenge of stereotyping where it exists and for individuals to challenge themselves.

Policies and systems within the Multi-Academy Trust (MAT) and DASP will continue to be developed and shared to ensure that as a group of employers we maximise opportunities for women and support them as far as possible by, this includes supporting maternity and paternity leave, working round as far as possible staff requests for timetables that allow them to meet obligations outside the workplace. The MAT and DASP will continue to refine their gender equality charters and make them widely available to all schools.

At The Thomas Hardye Multi-Academy Trust we are confident that men and women are paid equally for doing equivalent jobs across the school.

A handwritten signature in black ink, appearing to be 'M Foley', written over a faint circular outline.

M Foley, Chief Executive Officer

The Thomas Hardye Multi-Academy Trust

20th March 2019