

## The White Hills Park Trust Gender Pay Gap Report 2023

The White Hills Park Trust employs more than 250 people and as such is required under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, to measure and report on the gender pay gap within the organisation. As a public body, the Trust has a data capture date of 31 March each year.

At 31 March 2023 the Trust was comprised of 2 secondary academies and 3 primary academies educated over 2,350 pupils. On the snapshot date, there were 458 full pay relevant employees, 21.6% of whom were male and 78.4% of whom were female.

The gender pay gap is defined as the difference between the mean (average) or median (midpoint) hourly rate of pay of male and female employees. The results of these statutory calculations are:

### 1. The Mean Gender Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 16.27%.

### 2. The Median Gender Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 7.45%

The Trust has not paid any bonus payments over the period 1 April 2022 to 31 March 2023 and therefore there is no requirement to report on the measures related to bonus payments.

The proportion of males and females in each quartile pay band is as shown below:

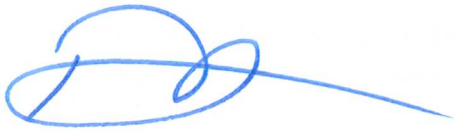
Quartile	Male	Female
Upper quartile	27.93%	72.07%
Upper middle quartile	29.73%	70.27%
Lower middle quartile	17.12%	82.88%
Lower quartile	10.81%	89.19%

### Supporting statement

The White Hills Park Trust is an equal opportunities employer and is committed to ensuring that recruitment and selection is undertaken in a fair and transparent way. The Trust pay policy and professional development structures support all employees, regardless of gender.

All our posts are linked to nationally agreed pay scales and male and female staff are paid within the same pay band for the same role.

We note that the make-up of roles within the Academy Trust and the salaries that those roles attract is the key driver of the gender pay gap. The Board will continue to promote initiatives to encourage career progression in a flexible and adaptable way, focussing on CPD at all levels.



Dr Paul Heery

Chief Executive Officer

The White Hills Park Trust

March 2024