

HORIZON GENDER PAY GAP REPORT

Reporting year: 2022/23



LEARNING
ACADEMIES TRUST

SNAPSHOT DATE: 31st March 2023

Percentage of men and women in each hourly pay quartile:

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Men % males to all employees in each quartile	8.3%	3.6%	7.1%	13.1%
Women % females to all employees in each quartile	91.7%	96.4%	92.9%	86.9%

Horizon Multi Academy Trust is a Trust of nine primary schools spread across Plymouth. We have a total of 393 staff of which 37 are male and 356 are female. Of these, 5 positions in leadership are held by males and 19 by females. This is not isolated to us as a Trust but typical of the primary education demographic.

Difference in mean and median hourly rates of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference men to women	15.6%	12%

Mean gender pay gap using hourly pay

- This means that men at Horizon are paid 15.6% more than women which is decrease in pay gap from our last Gender Pay Gap Report in 2021/22 (26.8%)
- For every £1 a man earns, a woman will earn 84.4p, an increase from last year's figures (71p)

Median gender pay gap using hourly pay

- This means that men at Horizon are paid 12% more than women (compared to 29.2% last year)
- For every £1 a man earns, a woman will earn 88%

Percentage of men and women who received bonus pay

	Proportion receiving a bonus
Male employees % paid a bonus compared to all male employees	0%
Female employees % paid a bonus compared to all female employees	0%


SUPPORTING NARRATIVE

As a primary academy trust the majority of our workforce is made up of female workers. The gender pay gap analysis shows that when the mean and median of all male and female hourly rates are compared, the value for male employees is greater than that for female employees, indicating male workers are holding the higher paid jobs.

We will continue to work on our strategy to actively recruit more male employees to address the imbalance, whilst encouraging female employees to apply for senior roles. We will continue existing good practice which takes a fair and consistent approach to pay and grading and ensure that our job roles are widely advertised job with no gender bias.

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: 

Date: Tuesday 26th March 2024

Position: CEO, Learning Academies Trust