

Hartismere Family of Schools

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Dr Jim McAtear MSc MA MEd MPhil MSt GDL PGCE NPQEL NLE Chief Executive

Marion Ravenhill Chair of Trustees

GENDER PAY GAP REPORT 2025/26

Hartismere Family of Schools Trust as an employer is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to demonstrate how large the pay gap is between our male and female employees.

We publish these results on our own website by 31 March each year.

We use these results to assess:

- The level 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 overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations are:

1. Mean Gender Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 19.2% in favour of men.

2. Median Gender Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 33.3% in favour of men.

3. Mean and Median Bonus Gap

Hartismere Family of Schools does not pay employee bonuses.

4. The proportion of males and females in each Quartile Pay Band

As displayed in the following table, Hartismere Family of Schools has a much higher proportion of women in all quartiles but particularly in the lower and lower middle quartiles.

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	14%	24%	29%	31%
Female	86%	76%	71%	69%



Supporting Statement

Hartismere Family of Schools is committed to the promotion of equality of opportunity and choice for its 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.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up.

The majority of staff in the lower quartiles are predominantly female and therefore the gap between the 'average' male hourly rate of pay and the 'average' female hourly rate of pay is significantly affected.

The overall pay gap reflects the workforce composition rather than pay inequalities.

Declaration

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 the Hartismere Family of Schools Trust.

Name: James McAtear, Chief Executive Officer

Signed:

A handwritten signature in black ink, appearing to read 'J McAtear', with a long horizontal stroke extending to the right.