

Gender Pay Gap Reporting 2019/2020

Horizon Multi Academy Trust is a growing Trust of currently nine primary schools spread across Plymouth. We have a total of 410 staff of which 41 are male and 369 are female. Of these, 9 positions in leadership are held by males and 17 by females. Please find below a link to the GOV.UK website showing our Gender Pay Gap report for 2019/2020.

<https://gender-pay-gap.service.gov.uk/Employer/PgdQznyR/2019>

The following table shows Horizon’s data compared to three other Multi Academy Trusts of similar size across the country.

Employer	Employer Size	Difference in Hourly Rate		Proportion of women in each pay *quartile				Who received bonus pay		Difference in bonus pay	
		Mean	Median	Lower quartile	Lower middle quartile	Upper middle quartile	Top quartile	Women	Men	Women	Men
HORIZON MULTI ACADEMY TRUST	250 to 499	35.5%	54.8%	96.2%	97.0%	91.7%	82.0%	0.0%	0.0%	0.0%	0.0%
BATLEY MULTI ACADEMY TRUST	250 to 499	26.8%	52.8%	94.4%	86.1%	72.0%	72.0%	0.0%	0.0%	0.0%	0.0%
HARBOURSIDE LEARNING PARTNERSHIP	250 to 499	29.7%	47.1%	97.0%	93.0%	81.0%	81.0%	0.0%	0.0%	0.0%	0.0%
WESSEX LEARNING TRUST	250 to 499	19.3%	36.7%	87.9%	87.3%	84.5%	74.6%	0.0%	0.0%	0.0%	0.0%

Within Horizon MAT, **women earn 45p** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is **54.8% lower** than men’s.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women’s median hourly wage (the middle paid woman) and men’s median hourly wage (the middle paid man).

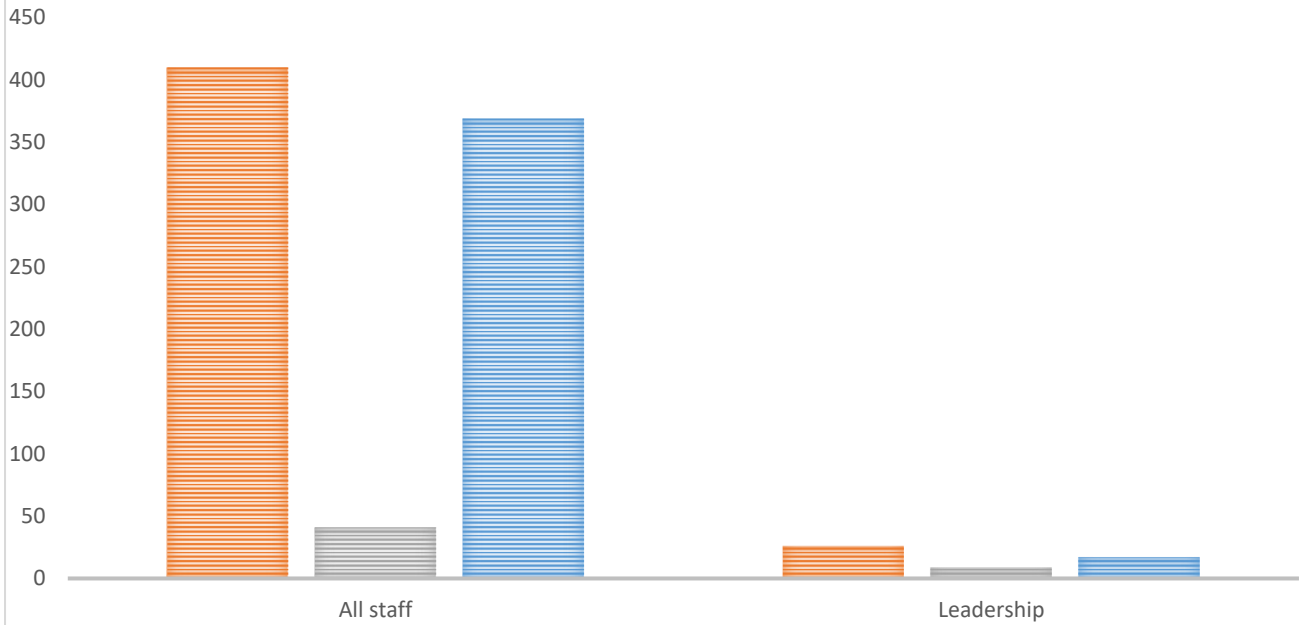
When comparing mean hourly wages, women’s mean hourly wage is **35.5% lower** than men’s.

The mean hourly rate is the average hourly wage across the entire organisation so the mean gender pay gap is a measure of the difference between women’s mean hourly wage and men’s mean hourly wage.

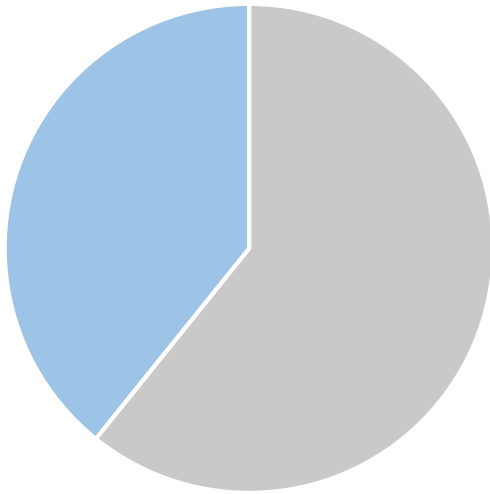
**Pay quarters are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quarter gives an indication of women’s representation at different levels of the organisation.*

STAFFING LEVELS

■ All ■ Male ■ Female

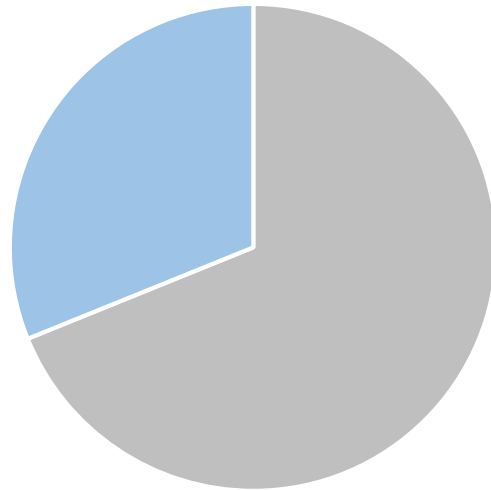


Mean Hourly Rate



■ Male ■ Female

Median Hourly Rate



■ Male ■ Female