



Employee Communication: Gender Pay Gap Reporting

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

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of 31st March 2019.

We can use these results 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 in our organisation and across Great Britain is to eliminate any gender pay gap.

If you wish to find out further details about how Trustees intend to tackle the Gender Pay Gap either contact the Chair of the Academy Board in writing or the Clerk to the Academy Board (sneave@trhat.org).

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We have established this by using our existing HR and payroll records.

All employees can confirm and update their records if they choose to by contacting sneave@trhat.org

Please find link to government gender pay gap website to view figures as follows:-

<https://gender-pay-gap.service.gov.uk/viewing/employer-details?id=BuZ0KRcpdmAsEYIbM5YftA%21%21>

The Rosedale Hewens Academy Trust confirms the published information is accurate.

Signed

Chief Executive

Dated 17th March 2020