

# Gender Pay Gap Report 2024



*Bluebell School*



*Hopedale*



*Heather Field School*



*Lavender  
Field School*



*Poppy  
Field School*



*Cherry  
Tree School*

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# Introduction - About the Hopedale Group of Schools

We are a group of skilled and experienced school leaders and teachers of pupils with Special Educational Needs. Our expertise and roles have included leading and managing outstanding SEMH, MLD, SLD and ASD schools, behaviour consultancy, reintegration programme development and extensive multi-agency working.

We feel passionately about providing the best education for pupils with complex social, emotional and mental health needs, autistic spectrum disorder and/or cognitive and learning difficulties. We believe this can be achieved through a personalised and therapeutic approach

## Ethos

Hopedale enables pupils to access a curriculum that does not follow the prescriptive model, but that focuses on independence and offers a personalised education, rooted in social, emotional and physical development. This enables the very best achievement for our pupils, both personally and academically. In addition to offering tailored, individual pupil support to a much greater degree than can be offered in a traditional school, we are a community in which every aspect is built around a therapeutic ethos and centred around the needs of each individual child.

## Staff Team

We are committed to treating all members of staff fairly and equitably and are aware that the success of the organisation depends to a great extent on the individual performance of each member of staff, and that this is often related to the health and general well-being of the individual.

Reporting annually is an important way to track how recruitment, reward, and progression decisions have an impact on the achievement of a diverse, inclusive workforce.

We at Hopedale value the importance of promoting inclusion, equality, equity and positive staff wellbeing at all times. The Group aims to create conditions where all staff are treated with respect and are not subjected to unfair discrimination in any aspect of school life. This is at the centre of our Safer Recruitment Practices.

A fully inclusive and comprehensive training package for all employees is at the core of our recruitment, induction and retention practices. We ensure that development and progression opportunities are available to all staff across the group regardless of gender.

We are committed to fair and equal pay for all staff, ensuring compensation reflects the role—not gender. Our competitive salaries and benefits align with this principle, supported by clear policies and structured pay scales that embrace the diverse roles within the Group. At Hopedale, we follow national pay scales but enhance them where possible. Our clear, fair policy ensures equity through well-defined, non-gender-specific roles.

## MISSION STATEMENT

Our aim is to provide innovative and enjoyable education, therapy and early intervention for pupils, enabling them to become independent, happy, positive and valuable members of society.

# Reporting Gender Pay Gaps – an overview

In the UK, the government requires employers with 250 or more employees to report on their gender pay gaps annually. The reports show the difference between the average earnings of male and female employees. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job. This is different to equal pay. Equal pay requires that men and women who carry out the same or similar jobs; or work of equal value, are paid the same. It's possible to have a gender pay gap and to pay men and women fairly, but it does show that, on average, men occupy higher-paying roles than women.

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office:

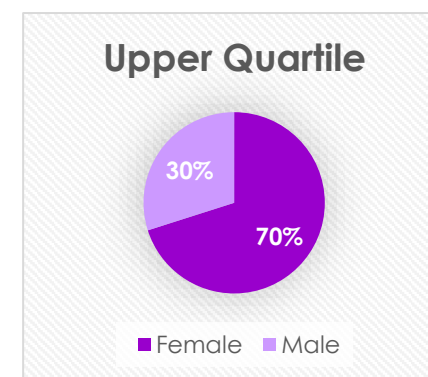
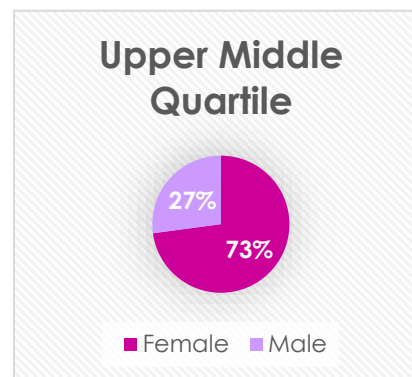
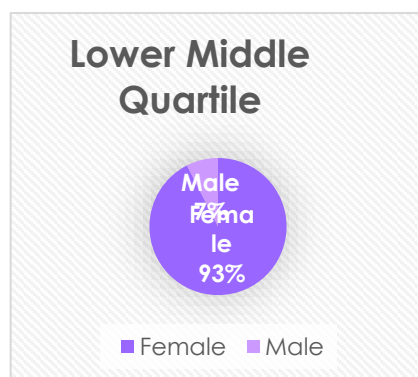
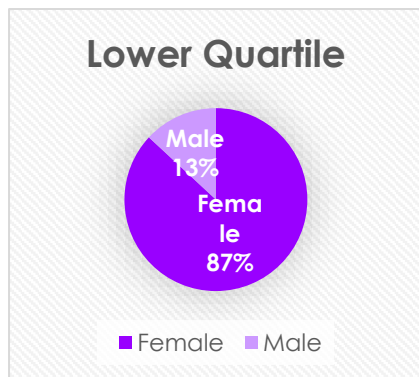
- **median gender pay gap** – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- **mean gender pay gap** – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- **median bonus gap** – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
- **mean bonus gap** – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
- **bonus proportions** – the proportions of male and female relevant employees who were paid bonus pay during the relevant period
- **quartile pay bands** – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

# Hopedale Group – Gender Pay Gap Results 2024

We collected our gender pay gap data on the snapshot date of 5 April 2024

This Gender Pay Gap Report includes all employees across the Hopedale Group of Schools, including the Directors and Executive Leadership Team. **TOTAL HEADCOUNT: 428** - The Hopedale Group is made up of 345 FEMALE (81%) and 83 MALES (19%).

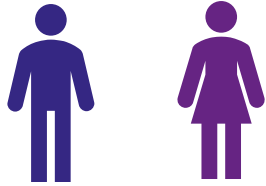
As you can see below, we have a higher representation of females in all salary bands, this is typical of the Education Sector in the UK.



	QUARTILE 1 (LOWER)	QUARTILE 2 (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
Male (% males to all employees in each quarter)	13.1%	7.5%	27.1%	29.9%
Female (% females to all employees in each quarter)	86.9%	92.5%	72.9%	70.1%

Within the Lower & Lower Middle Quartiles we have a significantly higher proportion of women. This is because a number of roles which would fall in these quartiles are part time and flexible roles which have traditionally attracted this demographic.

# Hopedale Group – Gender Pay Gap Results 2024



	MEAN	MEDIAN
Female Hourly Rate	£15.77	£12.47
Male Hourly Rate	£18.45	£14.43

**How the median pay gap is calculated** - The median is the midpoint of the hourly pay levels of all our employees. The gap between the median male pay and median female pay is then divided by the median male pay and expressed as a percentage.



**The difference in our median pay for women and men** - This year the woman in the middle of the female pay range received 13.6% less than the man in the middle of the male pay range. Fluctuations in gender pay gap, by quartile and by year, are driven by changes in the people who work with us. We continue to improve our recruitment, development and promotion practices, and we pay people fairly and equally in the same and similar roles. Minor changes in our demographics and the levels and pay grades at which people operate have a significant impact on our figures.

13.6%

DIFFERENCE IN THE  
MEDIAN HOURLY PAY

14.5%

DIFFERENCE IN THE  
MEAN HOURLY PAY

**How the mean pay gap is calculated** - To calculate the mean pay gap, we add together all the hourly pay rates that women received, divided by the number of women in our workforce. We then repeat this calculation for men. The difference between these figures is the mean gender pay gap.

**The difference in our mean pay for women and men**

This year the average pay for women was 14.5% less per hour than the average pay for men

0%

PROPORTION OF  
MALES & FEMALES  
WHO RECEIVED A  
BONUS



**Our Bonus Pay Gap**

We do not currently pay bonuses to any staff across the Group.

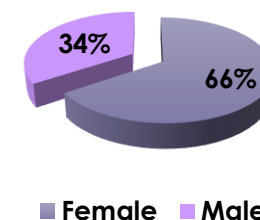
# Understanding our gaps, reviewing our actions

In 2024, the UK's education sector exhibited a mean gender pay gap of 17.2%, indicating that, on average, women earned 17.2% less than men across all roles within the sector. Our current mean gender pay gap across our Group of Schools is 14.5%.

According to the Office for National Statistics the median gender pay gap for all UK employees decreased to 13.1% in 2024, this is currently in line with our median pay gap of 13.6%. The gender pay gap is higher for all employees than it is for full-time employees or part-time employees. This is because women fill more part-time jobs. Compared with full-time jobs, part-time jobs have lower hourly median pay.

Additionally, recent research by the National Association of Head Teachers (NAHT) revealed that the average pay gap between male and female headteachers has widened to over £8,600 a year, marking a 6% increase in 2023/24 compared to the previous year. In April 2024 there were 32 Senior Leaders across our Group of Schools, this includes our CEO, Directors, Executive Leaders and School Senior Leadership Teams. This comprises of 21 females (66%) and 11 males (34%). The mean gender pay gap for this group of staff is 0% and the median pay gap for this group of staff is also 0%

**Senior Leaders**



Hopedale has clear, externally benchmarked salary ranges in place for all job roles. This ensures that everyone is paid fairly for undertaking the same or a similar role. The gender pay gap looks at the distribution of men and women across all job levels of the organisation and identifies how this translates into the average salary and bonus payments made as a result. Specialist skillsets command very different salaries, so the potential for significant differences in salary in a knowledge-based organisation like ours is high. And, with a workforce that's 81% women and 19% men, relatively small changes in the distribution of men across the different pay quartiles in the organisation can have a significant impact on our gender pay gap

This is our first year of reporting and so we have no previous data to compare our results against, however we expect to see fluctuations in our median pay gap, month by month and year by year, because we are a medium-sized organisation with a predominantly female workforce. Small changes in our employee profile can have a significant impact. This year, for example, if five men on above-median salary left the Group, our median gender pay gap would narrow to 10.4%. If five men on a lower salary left, this would widen our median gender pay gap to 15.2%.

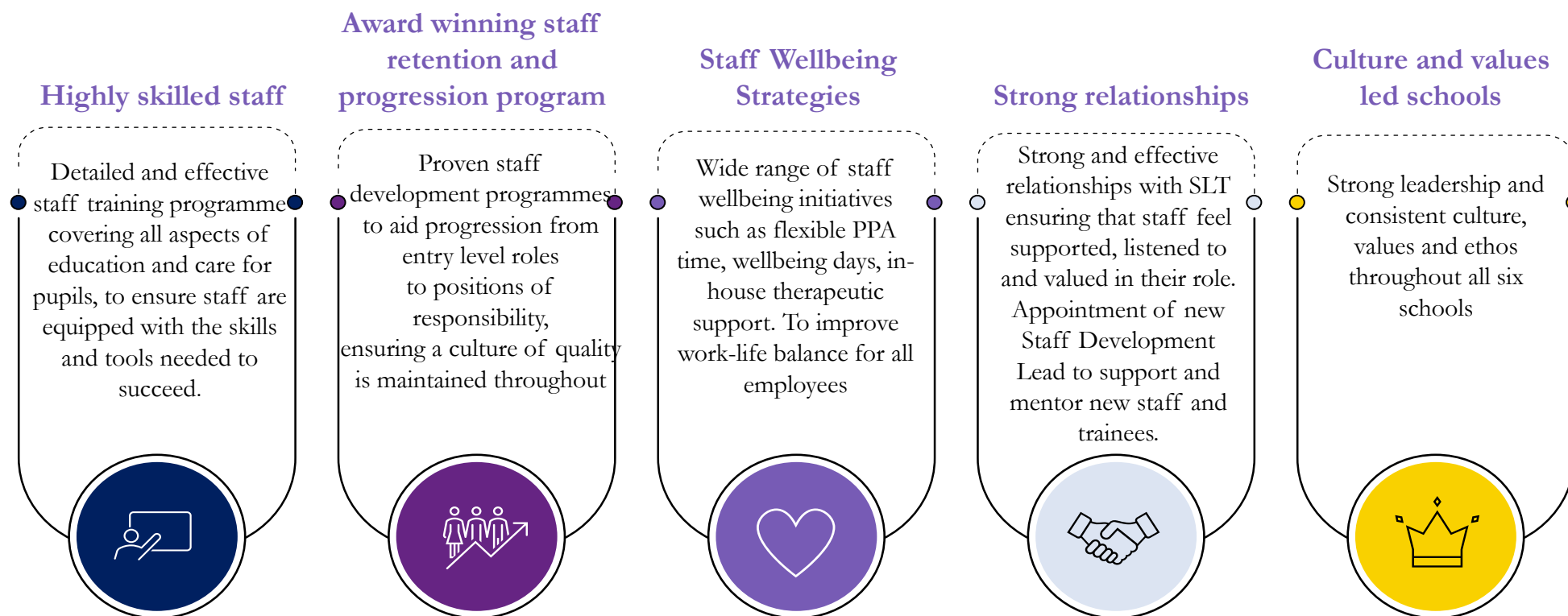
The demographics remain a factor in our ability to significantly close the gaps – so we maintain our focus on opportunity, inclusion and fairness in all areas of policy and practice. We continue to implement initiatives to address the current imbalance that occurs when more women than men work flexibly to fulfil family responsibilities. We are proud that some of our senior roles are already carried out on a flexible basis. And we continue to shape areas of policy and practice that focus on enabling new parents to take equal responsibility for childcare commitments.



# Addressing our gender pay differences

Tracking our pay gap data helps us agree an action plan and evaluate its impact. Our hope is that the actions we are currently taking, outlined below, will narrow our pay gaps in the year ahead by attracting and retaining a diverse and well supported workforce.

Minor changes in our demographics and the levels and pay grades at which people operate can have a major impact on our figures. Achieving significant ongoing improvements may prove a challenge or require actions that are inappropriate for our organisation and our people. It may be more realistic for us to continue to embed the positive actions we've taken, keep listening to our people to identify new priorities, and sustain the progress we've made.



We work best, when we work together!

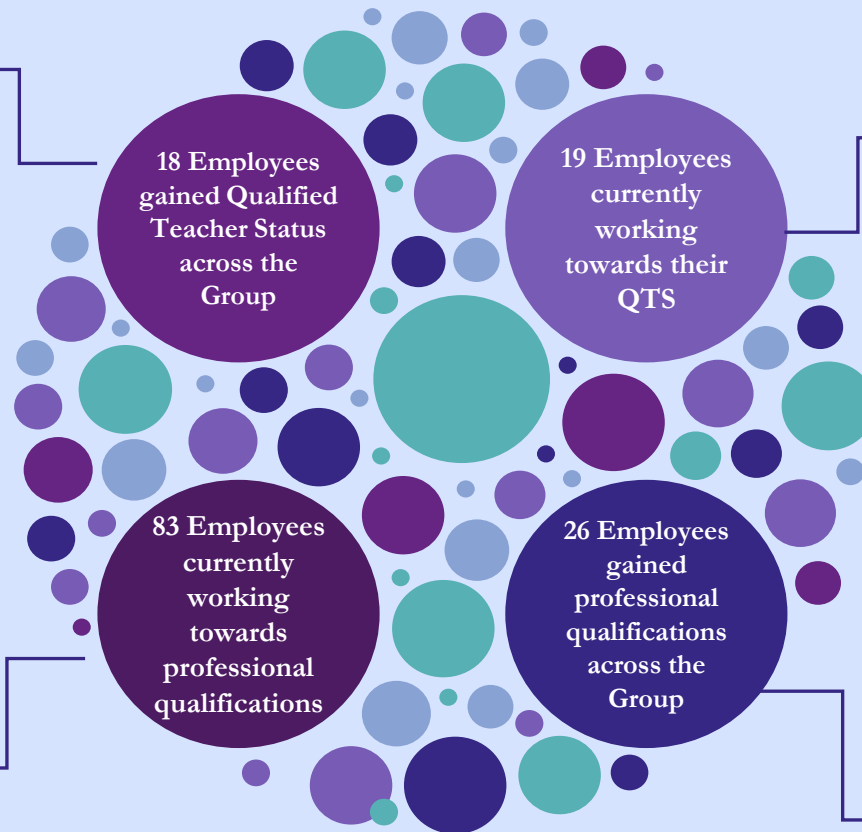


# Addressing our gender pay differences

We will continue to develop our award-winning Staff Recruitment, Retention and Development Programme to work towards reducing our gender pay gap.

Between 2012 and 2024 we have supported 14 Females and 4 Males to gain QTS, this includes some staff who joined us with no previous experience of working in an educational setting

We recognise the importance of providing a supportive environment for all our employees to have access to professional development regardless of gender



We strongly believe in developing and promoting from within, as a result we provide numerous opportunities for internal progression for teaching and leadership roles

Opportunities for professional development include; NPQ Qualifications, QTS, IAG / Careers Advisors, Play Therapists and many more

# Conclusions from our CEO

It is important that we continue to learn from our pay gap reporting and share our actions. We will continue to do everything we can to tackle workplace inequalities, so that the work environment creates value for everyone.

Our approach is part of our commitment to equality, diversity and inclusion. Our board monitors our progress and impact through its Quality Assurance Committee. Together with our senior leadership team, I am directly involved in our EDI agenda and take responsibility for its initiatives. We are really engaged in listening to our employees and I am deeply proud of our diverse workforce across the Group.

We are confident that the results are accurate and have shown our policies and procedures are effective in developing and maintaining fair pay. We will continue to develop our practice, monitor data and act to address any concerns that are identified.

*I confirm that the information and data reported in this Gender Pay Gap Report for 2024 is accurate as at the snapshot date 5 April 2024.*

*Sarah Beauville CEO*

