

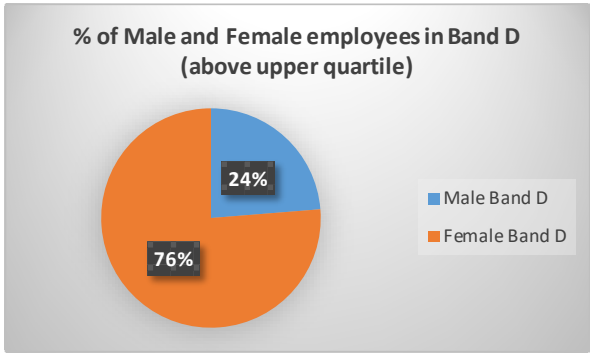
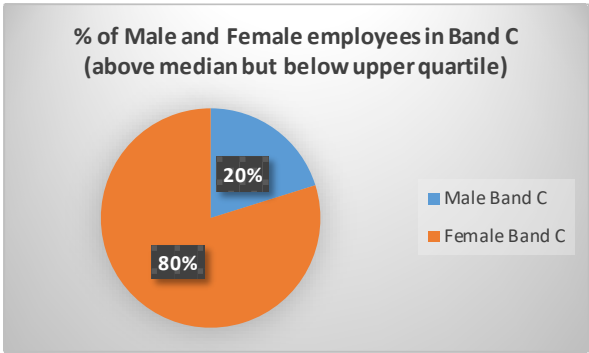
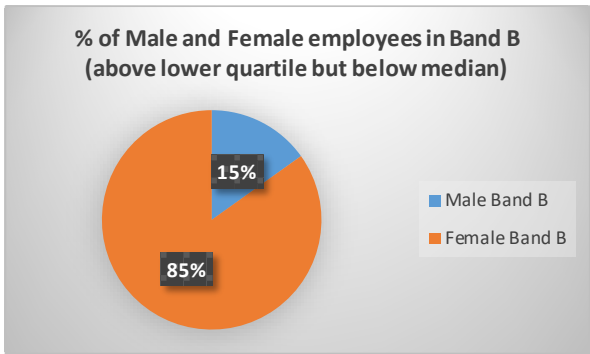
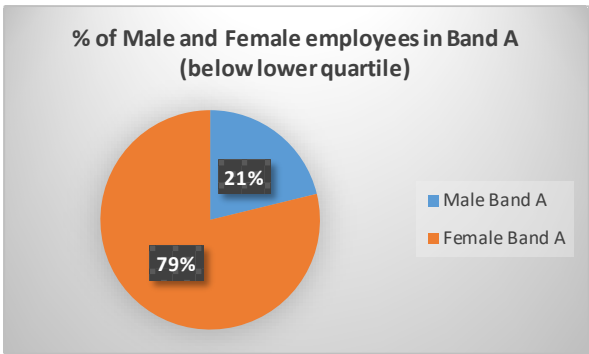
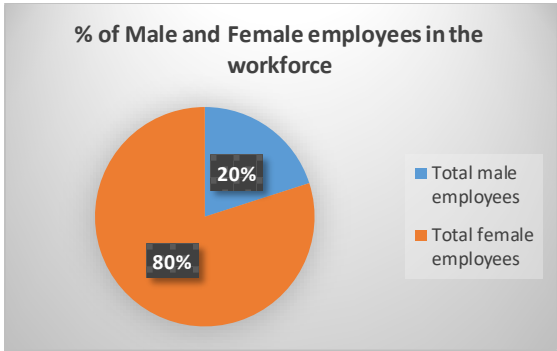
**Gender Pay Gap Report**

Hollybank Trust is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5<sup>th</sup> April 2023.

Mean gender pay gap	(0.4) %
Median gender pay gap	7.4 %
Mean gender bonus gap*	N/A
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\*Hollybank Trust does not operate a bonus scheme



These figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## What are the underlying causes of Hollybank Trust's gender pay gap?

Under the law, men and women must receive equal pay for:

- The same or broadly similar work
- Work rated as equivalent under a job evaluation scheme; or
- Work of equal value

Hollybank Trust is committed to the principle of equal opportunities and equal treatment of all employees regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy / maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of sex (or any other characteristic set out above). As such it, it evaluates job roles and pay grades as necessary to ensure a fair structure.

Hollybank Trust is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that those roles attract.

Hollybank Trust's workforce consists of significantly more women than men (461 females and 101 males as of 05<sup>th</sup> April 2023). This profile reflects the nature of the social care and education sector. All employees receive a salary, which is reviewed on an annual basis and agreed by our board of Trustee Directors. The workforce headcount has increased by 101 employees compared to 2022.

## How does Hollybank Trust's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Hollybank Trust's gap compares favourably with that of other comparable organisations. Our gender pay gap has changed from 3.5% in 2022 to -0.4% this year. This is due to the mean gap closing with male and female staff being paid virtually the same, hence the minus result. (Mean male hourly rate £19.35 and mean female hourly rate £19.42).

The mean gender pay gap for the whole economy for all staff as at April 2023 on the ONS [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/gender-pay-gap) website is 13.2%. Hollybank Trust's mean gender gap is, therefore, significantly lower than that.

The median gender pay gap for the whole economy as at April 2023 on the ONS [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/gender-pay-gap) website is 14.3%.

At 7.4%, Hollybank Trust's median gender pay gap is, therefore, significantly lower than the whole economy. Hollybank Trust's median variance is due to its high number of female day support workers with the female median rate at the snapshot date falling on a day support worker rate in comparison to the male median hourly rate at the snapshot date falling 94p higher, which is equivalent to a night support worker rate.

## Statement

I confirm that Hollybank Trust is committed to the principle of gender pay equality and has prepared its 2023 gender pay gap results in line with mandatory requirements.

*Clare Morrow*

Clare Morrow  
Chair of Trustees



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