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**Gender Pay Gap Report 2022**

**Pay Gap**

**Mean 4.31%**

**Median 8.54 %**

**Hourly Pay Quartiles**

The Percy Hedley Foundation is committed to providing equal opportunities in employment and to rewarding all of our employees fairly irrespective of gender.

Our pay grades benchmark a range of scales including local authority, teachers, NHS and private sector. Each of our roles has a set pay range, which staff can progress through based on criteria irrespective of gender.

Our mean pay shows a gap of **4.31%** in favour of men, this had widened in the last 2 years which is reflective of the appointment of male employees to the executive team which was previously 100% female. Comparison of median pay shows **8.54%** gap between men and women. When broken down into pay quartiles, each quartile is generally reflective of the overall gender split across the Foundation. The lower quartile has seen a 4% increase in the % of males, upper quartile has seen a 5% increase in the number of females.

Percy Hedley Foundation is committed to continuing to improve our gender pay equality through:

* Continuing to monitor and benchmark pay
* Providing flexible working opportunities; including part-time or term-time only and a range of family leave options, allowing staff to work alongside caring responsibilities.
* Supporting career progression through training and development opportunities, career pathways and encouraging internal promotion to middle and senior roles.
* Continuing to monitor and improve our fair recruitment procedures to ensure there is no potential for discrimination in our processes.
* Continuing to attract males into entry level roles in social care and education, raising awareness through marketing and partnering will local training providers.