

The Heath Family (NW)
Gender Pay Gap – Statement
Snapshot Date: 31st March 2018



The Heath Family (NW)
 A Multi-Academy Trust
 Together in the Business of Learning

This statement has been published in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. It sets out the required information about our gender pay gap as it stood at 31st March 2018.

The statement also goes on to explore some of the reasons why a gender pay gap has been identified in our Trust and steps that will continue to be implemented to reduce it.

Difference in mean and median hourly rate of pay	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap difference male to female	19.5%	36.2%

Difference in mean and median bonus pay	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap difference male to female	0%	0%

Proportion of male and female employees who were paid bonus pay	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0
Female employees (% paid a bonus compared to all female employees)	0

Proportion of male and female employees according to quartile pay bands	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males to all employees in each quartile)	14.4%	22.0%	26.5%	34.8%
Female (% females to all employees in each quartile)	85.6%	78.0%	73.5%	65.2%

Supporting statement	
I confirm that the information published here is accurate.	
Signature: <u>C Parkinson</u>	Date: <u>28th March 2019</u>
Status/position: <u>Craig Parkinson - Chief Operating Officer</u>	

Pay Gap Statement Narrative

As a Multi Academy Trust of 4 secondary and 4 primary schools (as at the snapshot date), we are aware that a high proportion of our staff are female (399/528 = 75.6% (74.2% in 2017)). The majority of our male staff are employed in teaching roles (85/129 = 65.9% (64.8% in 2017)), whilst the majority of our female staff are employed in support roles (211/399 = 52.9% (57.8% in 2017)). As teaching roles are (in the main) higher paid than support roles, these differences affect the gap that is given above. All staff in each school access pay scales and points which are determined by their job role, regardless of gender.

We will continue to ensure that our job roles are evaluated effectively to ensure fair pay in each role and advertise each job with no gender bias.