

The Heath Family (NW)
Gender Pay Gap – Statement
Snapshot Date: 31st March 2023



As an employer of over 250 employees, we are required by law to carry out Gender Pay Reporting. 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 2023.

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	21.3%	32.5%

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)	7.3%	17.7%	26.3%	28.7%
Female (% females to all employees in each quartile)	92.7%	82.4%	73.7%	71.3%

Pay Gap Statement Narrative
<p>The Heath Family Trust (NW) is a Multi Academy Trust employing 546 employees (109 Male and 437 Female) across 8 schools (3 Secondary and 5 Primary). The workforce within the Trust is predominantly female with 437 female employees = 80.1% (77.1% in 2022) and 109 (19.9%) male employees (as at the snapshot date).</p> <p>The majority of our male staff are employed in teaching roles 67/110 = 60.9% (68/103 = 66.0% in 2022), whilst the majority of our female staff are employed in support roles (294/437 = 67.2% in 2022 (53.5% in 2022)). As teaching roles are (in the main) higher paid than support roles, this occupational segregation can affect the pay gap.</p> <p>The Trust is confident that men and women are paid equally for doing equivalent jobs across all schools within the Trust. Salaries are paid in accordance with nationally agreed terms and conditions of service for both teaching and support staff. Support staff roles use the job evaluation scheme to evaluate job profiles which ensures that men and women who undertake the same job, or similar jobs of equal value, are remunerated on an equal basis. This significantly reduces the chances of discrepancies between male and female pay bands for the same roles. All staff access pay scales which are determined by their job role, regardless of gender. Any gender pay gap is due to the roles in which men and women work and the salaries they attract.</p>

The Heath Family (NW)
Gender Pay Gap – Statement
Snapshot Date: 31st March 2023



We have recorded a narrowing of the gap over the last 4 years comparing figures from 2020 - 2023. This is partly thanks to a wider range of roles being undertaken by male staff – which includes a greater proportion in the lower quartiles and female membership of the upper quartiles has also slightly increased.

The Heath Family Trust (NW) has recorded a reduction in the overall mean and median pay gaps during the last 4 years:

Difference in mean and median hourly rate of pay	2020	2021	2022	2023
Pay gap difference male to female MEAN	25.7%	23.8%	23.7%	21.3%
Pay gap difference male to female MEDIAN	44.3%	38.8%	38.6%	32.5%

We are pleased to see our gender pay gap has reduced, however, we recognise that the gap needs to be narrowed further and as a Trust we continue to be committed to addressing the gender pay gap and want to continue to analyse why the gender pay gap exists and what action can be taken to ensure that any gender pay gap is reduced or eliminated.

To gain a better balance and to begin to close the gap, the Trust will need to attract and recruit more male staff in the lower quartiles and more female staff in the upper quartiles. However, whilst we are committed to reducing the gender pay gap further, our main focus will always be in ensuring the right person is employed for the role in question, regardless of their gender.

The Trust will also look to see what actions can be put in place to encourage under-represented groups to apply for future Trust vacancies and also look to deliver equality, diversity and unconscious bias training to support the recruitment process.

We will continue to ensure that our job roles are evaluated effectively to ensure fair and equitable pay in each role and advertise each job with no gender bias and use data from equality opportunity monitoring to help further refine our recruitment process to achieve maximum exposure to ensure all potential applicants are being reached.

Underpinning all our actions, irrespective of gender, are transparent policies and we will continue to review policies ensuring they are up to date, consistent ensuring fair and equal treatment.

Actions

Going forward at the Heath Family Trust (NW), we will:

- Review a career development framework, increasing transparency of pay and highlighting routes for career progression within the organisation.
- Continue to improve and expand CPD and offer support for internal progression and development opportunities.
- Review recruitment equalities data, with particular focus on gender.
- Undertake a comparison exercise with other local Multi Academy Trusts to identify any pay inequalities.
- Ensure that gender neutral language is used in all recruitment campaigns and a consistent scoring system is used in recruitment and selection.
- Encourage both full and part time staff to take part in formal CPD and on-the-job training opportunities.
- Consider flexible approaches to work at all levels of the organisation
- Utilise the apprenticeship levy to support the career progression of colleagues across the Trust.
- Implement training programs for managers and decision-makers to raise awareness of unconscious biases.
- Promote a culture of inclusion and diversity to create equal opportunities for career progression for all employees, regardless of gender.

The Heath Family (NW)
Gender Pay Gap – Statement
Snapshot Date: 31st March 2023



By implementing these actions, the Heath Family Trust (NW) can demonstrate its commitment to closing the gender pay gap, promoting gender equality, and fostering a workplace where all employees have equal opportunities to thrive and succeed.

Supporting statement

I confirm that the information published here is accurate.

Signature:

P Evans

Date:

5th April 2024

Status/position:

Paula Evans – Director of HR