

**The Heath Family (NW)**  
**Gender Pay Gap – Statement**  
**Snapshot Date: 31<sup>st</sup> March 2024**



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 31<sup>st</sup> March 2024.

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	25.13%	46.44%

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
<b>Male</b> (% males to all employees in each quartile)	7.09%	17.86%	23.40%	26.43%
<b>Female</b> (% females to all employees in each quartile)	92.91%	82.14%	76.6%	73.57%

Pay Gap Statement Narrative
<p>The Trust is confident that men and women are paid equally for undertaking equivalent roles across all schools. Salaries are aligned with nationally agreed terms and conditions of service for both teaching and support staff.</p> <p>As of June 2025, there are 68 male and 448 female employees working across the Trust. Of the male staff, 57.4% (39 out of 68) are employed in teaching roles. In comparison, 44.4% (199 out of 448) of female staff are teachers. This difference in role distribution contributes significantly to the gender pay gap, as teaching roles typically attract higher salaries than support roles. With a greater proportion of male staff occupying higher-paid teaching positions, and a larger number of female staff in lower-paid support roles, this structural imbalance directly influences both the mean and median pay gaps reported by the Trust.</p> <p>We are currently reviewing and seeking to strengthen our access to a formal job evaluation scheme to ensure that all new and revised support staff roles are consistently and fairly matched against recognised criteria. This approach will help ensure that roles of equal value are remunerated equitably, regardless of gender.</p>

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<b>The Heath Family Trust (NW) has recorded a reduction in the overall mean and median pay gaps during the last 4 years:</b>				
<b>Difference in mean and median hourly rate of pay</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Pay gap difference male to female MEAN	23.8%	23.7%	21.3%	25.1%
Pay gap difference male to female MEDIAN	38.8%	38.6%	32.5%	46.4%

The Trust has seen an increase in both the mean and median gender pay gaps in 2024, rising to 25.1% and 46.4% respectively. This widening of the gap is not due to unequal pay for equivalent roles, but instead reflects the distribution of male and female staff across different job types and pay levels. The mean pay gap has increased because a relatively small number of higher-paid male employees in leadership and teaching roles have raised the average male hourly rate.

The median gap — which compares the pay of the middle-earning male and female — has grown significantly due to the continued concentration of women in lower-paid support roles and the dominance of men in mid- to high-level teaching positions. As the Trust employs significantly more women than men (86.2% female workforce), the median female employee is more likely to be in a lower quartile role than her male counterpart.

To begin closing these gaps, we will increase transparency around progression opportunities and support the development of internal talent, especially for women in support roles who may be seeking progression into higher-paying teaching or leadership positions. The Trust also endeavours to ensure that all support staff roles are fairly and consistently evaluated using a recognised job evaluation scheme, which underpins our commitment to equal pay for work of equal value.

We will continue to ensure that job evaluations and recruitment practices remain fair and bias-free, and we will actively promote flexible working and development opportunities for all roles. In addition, we will closely monitor the gender balance in our recruitment pipelines and use targeted outreach where appropriate to attract a broader gender mix into roles across all quartiles. Our goal is to ensure that every employee, regardless of gender, has a fair and equal opportunity to progress within the Trust.

**Actions**

- Going forward at the Heath Family Trust (NW), we will:
- Develop and implement a clear career development framework that improves transparency around pay structures and outlines clear pathways for progression across the organisation.
  - Strengthen and broaden CPD provision, ensuring all staff have access to high-quality development opportunities that support internal progression.
  - Regularly review recruitment and equalities data, placing a particular focus on gender trends in applications, appointments, and promotions.
  - Benchmark our gender pay position against other local Multi Academy Trusts to identify any areas of disparity or good practice.
  - Use inclusive, gender-neutral language in all recruitment materials, and apply a consistent, objective scoring system throughout the recruitment and selection process.
  - Actively encourage participation in CPD and training, for both full-time and part-time staff, through a mix of formal and on-the-job learning opportunities.
  - Embed flexible working practices across all levels of the organisation to support work–life balance and encourage wider participation in leadership roles.
  - Maximise use of the apprenticeship levy to support skills development and structured career progression for colleagues in all roles.

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- Provide training for managers and recruitment panels to raise awareness of unconscious bias and promote equitable decision-making.
- Foster a culture of inclusion and diversity, ensuring all staff, regardless of gender or background, have equal access to progression and leadership opportunities.

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:

*Kath Aistrop*

Date:

20<sup>th</sup> June 2024

Status/position:

Kath Aistrop – HR Director