

The Heath Family (NW)
Gender Pay Gap – Statement
Snapshot Date: 31st March 2025



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 2025.

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	23.57%	48.23%

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)	9.93%	18.44%	21.99%	29.29%
Female (% females to all employees in each quartile)	90.07%	81.56%	78.01%	70.71%

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Snapshot Date: 31st March 2025

Pay Gap Statement Narrative

The Trust's mean gender pay gap for 2025 is 23.57%, while the median gender pay gap stands at 48.23%. This continues to demonstrate a notable difference between the average earnings of male and female employees, particularly when considering the median, which reflects the distribution of staff across pay levels rather than overall averages.

The Trust does not operate a bonus scheme, and therefore there is no gender pay gap in relation to bonus pay. No employees, male or female, received bonus payments during the reporting period, meaning there is no disparity in this area.

The distribution of male and female employees across the pay quartiles highlights the underlying cause of the gender pay gap. Female employees make up the majority of the workforce in all quartiles, particularly in the lower quartile where they represent 90.07% of employees. This reflects the concentration of women in lower-paid support roles.

As we move through the quartiles, the proportion of male employees increases, rising from 9.93% in the lower quartile to 29.9% in the upper quartile. This indicates that men are more likely to occupy higher-paid roles within the Trust. While women still form a significant proportion of the upper quartile (29.29%), the relative increase in male representation at higher pay levels contributes to both the mean and median gender pay gaps.

This pattern reflects the structural composition of the workforce rather than any disparity in pay for equivalent roles. The Trust remains confident that men and women are paid equally for work of equal value, with differences arising from the types of roles undertaken and the levels at which employees are positioned within the organisation.

The data reinforces the importance of continuing to support career progression opportunities, particularly for women in lower-paid roles, and ensuring that pathways into higher-paid teaching and leadership positions are accessible and well promoted. The Trust will continue to monitor these trends closely and take targeted action to improve gender balance across all pay quartiles.

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Gender Pay Gap – Statement
Snapshot Date: 31st March 2025

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	2022	2023	2024	2025
Pay gap difference male to female MEAN	23.7%	21.3%	25%	23.57%
Pay gap difference male to female MEDIAN	38.6%	32.5%	46.0%	48.23%

The Trust has seen a slight reduction in the mean gender pay gap in 2025, decreasing to 23.57% from 25% in 2024. This indicates some positive movement in the average hourly pay difference between male and female employees. However, the median gender pay gap has increased further to 48.23%, compared to 46.0% in 2024, highlighting a continuing disparity in the distribution of earnings across the workforce.

As in previous years, these gaps are not a result of unequal pay for equal work but instead reflect the structure of the workforce and the distribution of roles. The mean pay gap remains influenced by a relatively small number of higher-paid employees, who are more likely to be male and occupy senior leadership or specialist teaching positions. Any changes in this group, such as appointments, departures, or salary progression, can have a noticeable impact on the overall average.

The continued increase in the median pay gap suggests that the midpoint female employee remains more likely to be in a lower-paid role compared to the midpoint male employee. This reflects the ongoing concentration of women in support and administrative roles, and a higher proportion of men in teaching and leadership positions. With women comprising approximately 81.3% of the overall workforce, this imbalance has a significant effect on the median calculation.

The Trust is also aware that one of the highest turnover demographics is younger mothers nationally, as outlined in the 'Missing Mothers' Report (https://www.newbritain.org.uk/files/ugd/8be189_06c43a81df034e6598475e2b888b0c96.pdf). This highlights the importance of continuing to develop and promote flexible working opportunities, particularly for those balancing work and family responsibilities. We will closely monitor national developments, including any changes to maternity provisions for teachers and leaders, and the outcomes of negotiations through the School Support Staff Negotiating Body (SSSNB) in relation to support staff, to ensure our policies remain competitive and supportive.

To address these gaps, the Trust will continue to focus on improving access to career progression opportunities, particularly for women in support roles who may wish to move into teaching or leadership pathways. We have begun to raise the profile of middle leaders across the Trust by supporting them into leadership posts and will continue to build on this work to strengthen internal progression pipelines.

In addition, we will continue to apply a robust and consistent job evaluation framework to all roles, ensuring fairness and transparency in pay structures. Recruitment and selection processes will be regularly reviewed to ensure they remain free from bias, and we will continue to promote flexible working opportunities across a wide range of roles to support a diverse workforce.

The Trust is also committed to monitoring gender representation across all pay quartiles and will take targeted action where imbalances are identified, including ___ [e.g. succession planning, reviewing promotion practices]. Our aim remains to create a workforce where employees of all genders are equally represented at all levels and have fair opportunities to develop and progress.

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Gender Pay Gap – Statement
Snapshot Date: 31st March 2025

The Trust has also proposed the removal of SCP 2 in line with the National Joint Council (NJC) national pay agreement. This change raises the lowest point on the support staff pay scale and is expected to have a positive impact on lower-paid roles, where a significant proportion of the workforce is female. As a result, this uplift may contribute to a narrowing of the gender pay gap over time, particularly in the lower quartile, by increasing baseline earnings for many female employees. However, as the gender pay gap is driven largely by the distribution of men and women across different roles and levels of seniority, the overall impact on the mean and median pay gap may be gradual. The Trust will continue to monitor the effects of national pay changes alongside its wider workforce strategies to ensure that progress towards greater pay equity is sustained.

Actions

The Trust recognises that addressing the gender pay gap requires sustained action to improve representation across all pay levels, particularly in higher-paid teaching and leadership roles, while also supporting retention and progression for women across the workforce.

Through our HR and Recruitment & Retention strategic plans, we have identified a number of key actions that will support this work.

A central priority is the development of clear career pathways and professional development opportunities, enabling employees—particularly those in support roles—to progress into higher-paid positions. The Trust is implementing a structured CPD and career pathways framework, alongside leadership development programmes, to strengthen internal talent pipelines and increase the proportion of women progressing into leadership roles.

We are also working to ensure fairness and consistency in pay and recruitment practices. This includes standardising leadership pay approaches across all schools and introducing consistent job design, role profiles, and recruitment processes. These measures will help ensure transparency, reduce variability, and support equitable access to higher-paid roles.

Improving recruitment practices and talent pipelines is another key focus. The Trust is strengthening partnerships with universities, apprenticeships, and initial teacher training providers, while promoting internal progression opportunities. This will help attract a broader and more diverse candidate pool into teaching and leadership positions, where gender imbalance has a greater impact on the pay gap.

The Trust is also prioritising retention, particularly among key demographic groups such as younger mothers, through a strengthened wellbeing offer, workload reviews, and improved employee experience. Actions include the development of a wellbeing strategy, enhanced induction and support processes, and training for leaders in coaching and people management. Alongside this, we will continue to promote flexible working opportunities and monitor national developments in relation to maternity provision to ensure our offer remains supportive and competitive.

In addition, we are embedding a more data-informed approach to workforce planning, including the use of workforce dashboards and regular analysis of exit interview data. This will allow us to better understand trends in turnover and progression, identify barriers for specific groups, and take targeted action to improve gender balance across all pay quartiles.

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Gender Pay Gap – Statement
Snapshot Date: 31st March 2025

Finally, the Trust is committed to fostering an inclusive and supportive workplace culture, supported by leadership and equality, diversity and inclusion (EDI) training, recognition initiatives, and improved employee engagement. By creating an environment where all staff feel valued and supported to develop their careers, we aim to improve retention and ensure equitable opportunities for progression.

Supporting statement

I confirm that the information published here is accurate.

Signature: KAistrop Date: 18th March 2026

Status/position: Kath Aistrop – HR Director

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