

Healing Multi Academy Trust is an equal opportunities employer.

We support the fair treatment of all staff, irrespective of gender through our transparent policies including:

- Equal Opportunities Policy
- Safer Recruitment Policy
- Staff Development Policy.

Healing MAT has 302 employees. 256 (84%) are female and 46 (16%) are male. We are a flexible employer and a significant number of our employees take up this flexibility and 26% of the male employees are part-time while 67% of the female employees are part-time.

	<b>Mean Pay Gap</b>	<b>Median Pay Gap</b>	<b>Lower Quartile</b>	<b>Middle Lower Quartile</b>	<b>Middle Upper Quartile</b>	<b>Upper Quartile</b>
<b>Across Healing Multi Academy Trust</b>	29.6% lower for females	55.5% lower for females	97% F 3% M	84% F 16% M	83% F 17% M	75% F 25% M

**No bonuses were paid to any member of staff for the reporting period.**

We use pay scales for all teaching staff that are aligned to the School teachers' Pay and Conditions document, which is reviewed on an annual basis. For non-teaching support staff, we use the pay scales set by the NJC (National Joint Council for Local Government Services). Staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning earnings are based on performance outcomes, irrespective of their gender. \*\*

We have a higher proportion of females in every quartile, including the upper quartile. This illustrates that the overall pay gap is a result of the low proportion of males in the more junior grades.

Breakdown of gender pay across Healing Multi-Academy Trust

Teaching Staff: 110 teaching members of staff. 84 (76%) are female and 26 (24%) are male.  
Support Staff: 192 support members of staff. 172 (90%) are female and 20 (10%) are male.

	<b>Mean Pay Gap</b>	<b>Median Pay Gap</b>	<b>Lower Quartile</b>	<b>Middle Lower Quartile</b>	<b>Middle Upper Quartile</b>	<b>Upper Quartile</b>
<b>Teaching Staff</b>	2.8% lower for females	1.8% lower for females	74% F 26% M	86% F 14% M	71% F 29% M	74% F 26% M
<b>Support Staff</b>	23.9% lower for females	11.1% lower for females	96% F 4% M	94% F 6% M	81% F 19% M	88% F 12% M

We have analysed this further and looked at the figures for teaching staff and support staff separately. The pay gap reduces significantly when split into groups with the same pay grading systems.

Although we have a majority of females in the junior pay grades, we also have a majority of women in the upper leadership pay grades. Across Healing Multi Academy Trust there are 18 teaching staff paid on the Leadership scale (as Assistant Head Teachers, Deputy Head Teachers and Head Teachers) and 15 (83%) of these are females. This shows that females make up the majority of the more senior levels in Healing MAT.

\*\* In all Academies for Teaching staff and in some Academies for non-teaching staff.

**Supporting Statement**

I can confirm that the above information has been prepared from our payroll data from the 5<sup>th</sup> April 2017 and fairly presents the Gender Pay Gap information for Healing Multi Academy Trust

*Mr M Knaption*

**C E O and Accounting Officer**