

**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 462 employees. 399 (86%) are female employees and 63 (14%) are male employees. We are a supportive and flexible employer and a significant number of our employees take up this flexibility. 13% of the male employees and 71% of the female employees work 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>	32.0% lower for females	59.3% lower for females	97% F 3% M	89% F 11% M	84% F 16% M	76% F 24% M

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

The mean and median hourly rates do not accurately reflect the gender pay equality in the Trust. Employment opportunities are open to all people regardless of gender and this is reflected in the proportion of females which fall within the top quartile and upper middle quartile. The nature of roles which fall within the lower quartile tend to attract females rather than males as they provide the opportunity for part time or term time only working. The Trust has 286 support members of staff of which 265 (93%) are female.

We use pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions document and this is reviewed on an annual basis. For non-teaching support staff, we use national pay scales set by the NJC (National Joint Council for Local Government Services), or an adaptation of these used by Lincolnshire County Council. 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.

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.

Breakdown of gender pay across Healing Multi-Academy Trust

Teaching Staff: 176 teaching members of staff. 134 (76%) are female and 42 (24%) are male.  
Support Staff: 286 support members of staff. 265 (93%) are female and 21 (7%) 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>	9.5% lower for females	3.9% lower for females	77% F 23% M	84% F 16% M	70% F 30% M	73% F 27% M
<b>Support Staff</b>	6.0% lower for females	3.9% lower for females	97% F 3% M	99% F 1% M	82% F 18% M	93% F 7% M

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 37 teaching staff paid on the Leadership scale (e.g. Assistant Head Teachers, Deputy Head Teachers and Head Teachers) and 27 (73%) 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.*

<b>Supporting Statement</b>
I can confirm that the above information has been prepared from our payroll data from the 5 <sup>th</sup> April 2019 and fairly presents the Gender Pay Gap information for Healing Multi Academy Trust
<i>Mr M Knapton</i> <b>C E O and Accounting Officer</b>