

2022/2023

GENDER PAY GAP REPORT

Key document details
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1. Introduction

The Schools in the Federation tupe'd over from maintained schools to the multi academy trust (MAT) in 2014. The schools are located in socioeconomic disadvantaged areas. Therefore, high-quality education is key to the futures of the pupils that attend the Schools in the Federation. The Federation is recognised for its pedagogical approach, which is rooted in the science of how children learn.

Our teachers get to know the pupils as individuals and build meaningful relationships that last. We ensure that all of our pupils feel they belong. We explicitly teach our pupils to live by positive shared values and to hold these deep in their hearts. Heathland are a Rights Respecting Gold accredited school. Whitefriars are re-applying for their accreditation. We value and celebrate the rich diversity and inclusivity within our school communities, promoting equality for all.

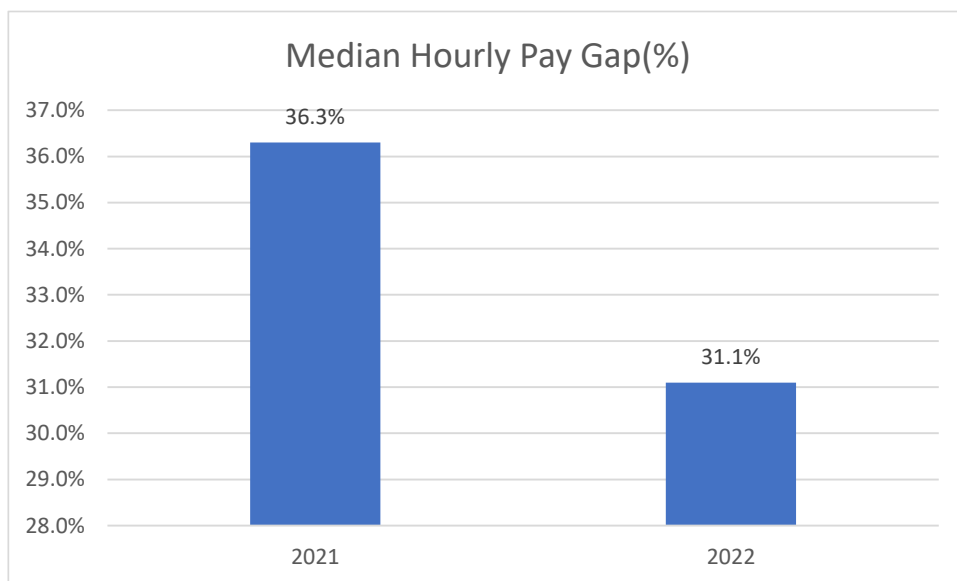
The report contains the information that the Federation is legally required to provide at the snapshot date of 31 March 2022, explains the reasons for the gap and details a summary of the plans in place to continue to address it. The information has been collated in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

A gender pay gap refers to the differences in the average pay between men and women across all roles and job types. This is different from equal pay which is the requirement that people are paid equally for work of equal value. We are confident that men and women all receive equal pay for equal work. The gender pay gap requires us to report on male and female employees only.

2. Our Gender Pay Gap

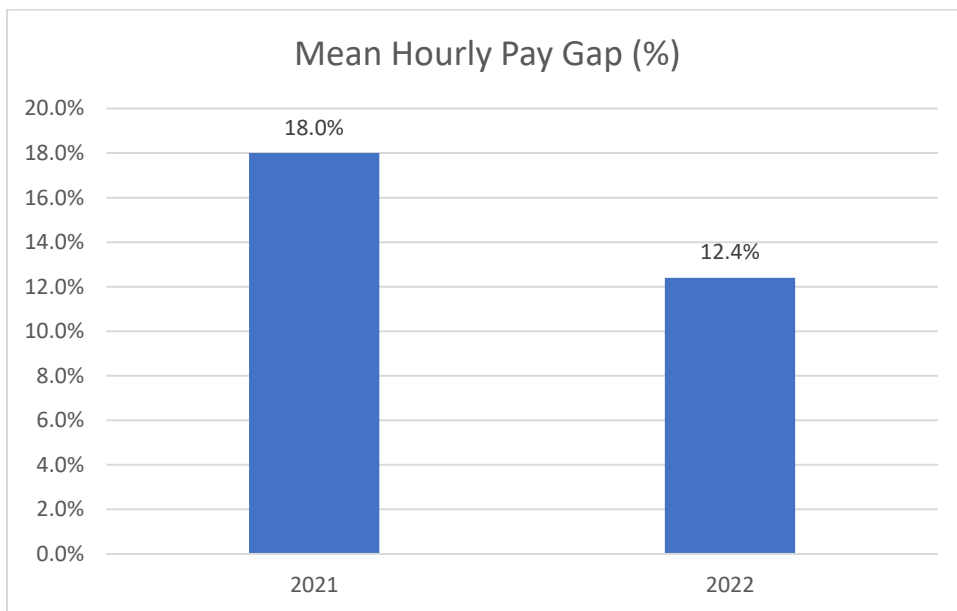
Gender pay gap as a median average: **31.1%**

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all the salaries, and places them into order of lowest to highest and selects the middle salary.



Gender pay gap as a mean average: 12.4%

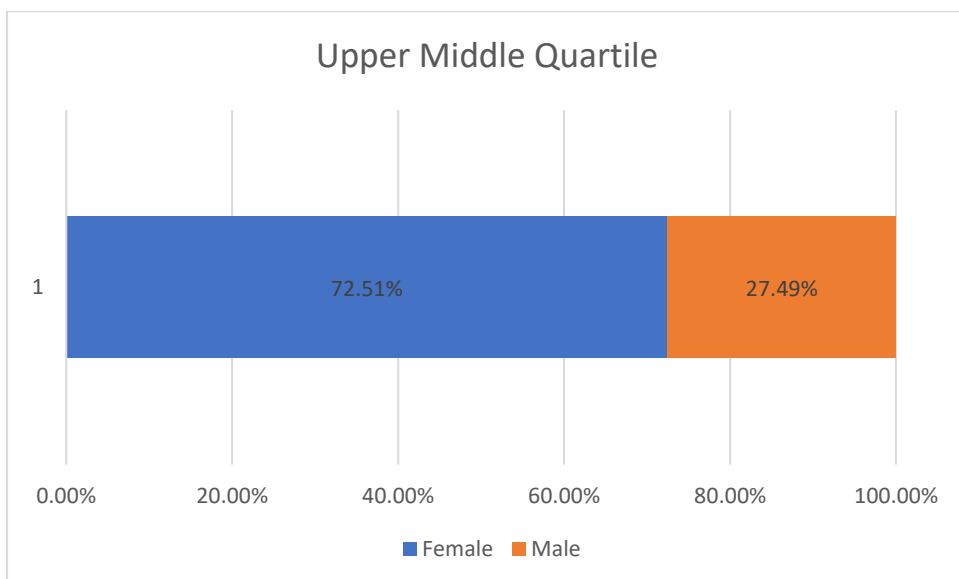
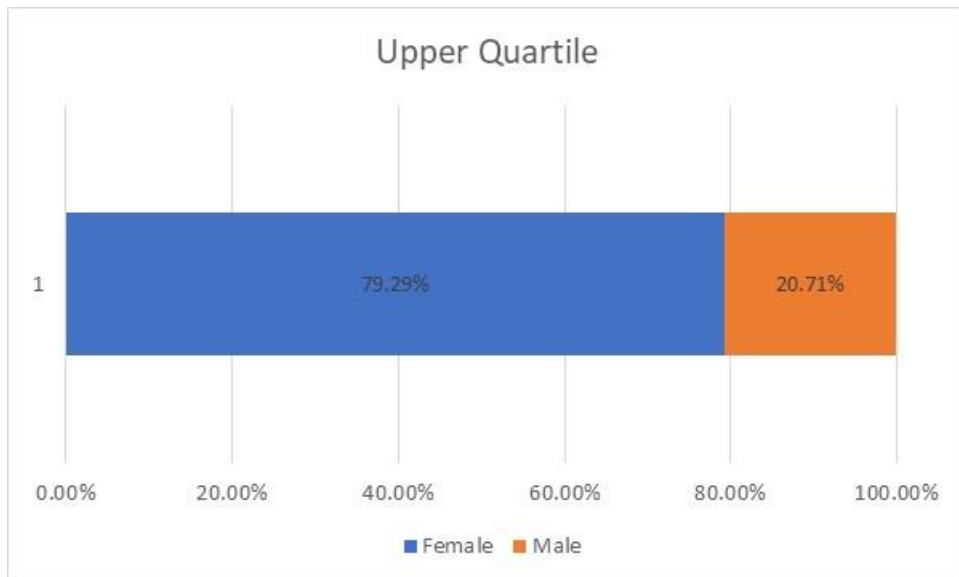
The mean gender pay gap is calculated by deducting the average hourly wage of women from the average hourly wage of men. The gap is the difference % between these hourly rates.

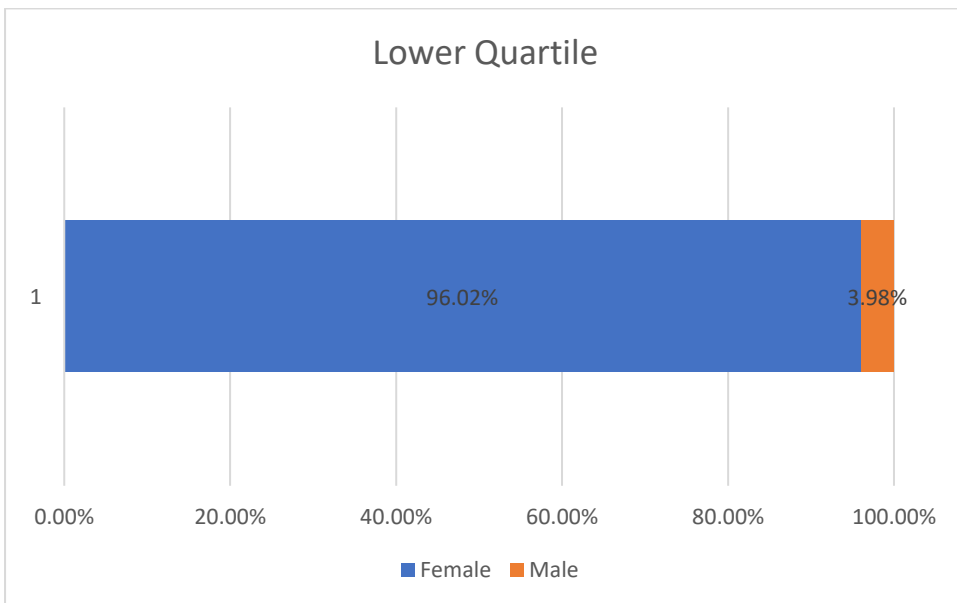
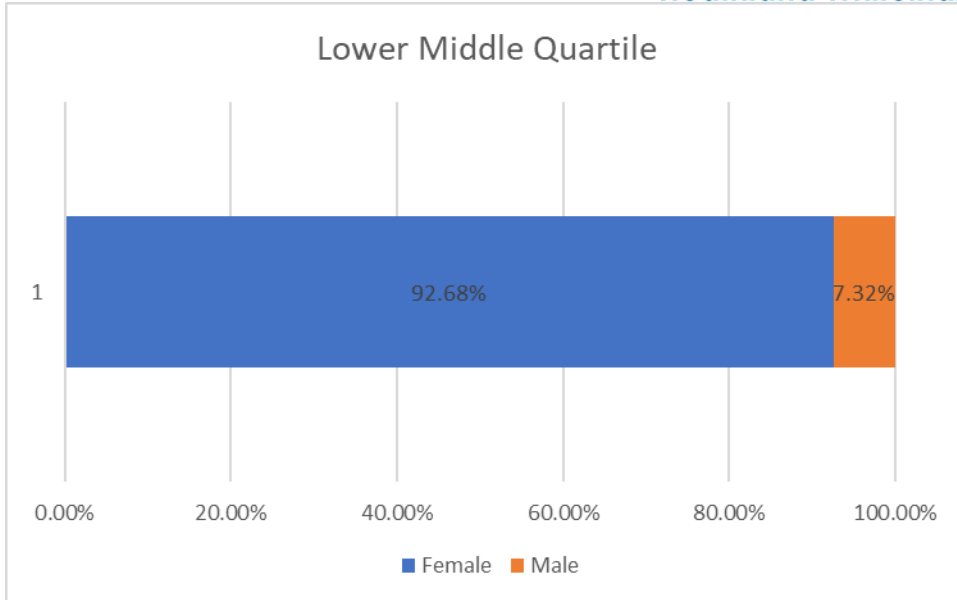


Bonuses are not awarded to staff. Therefore, this section is not applicable and no need complete this part of the Gender Gap Report to the Government Equalities Office.

Gender pay gap by Quartiles:

	Female	Male
Upper Quartile	79.29	20.71
Upper Middle Quartile	72.51	27.49
Lower Middle Quartile	92.68	7.32
Lower Quartile	96.02	3.98





3. Understanding our Gender Pay

Heathland Whitefriars Federation is a multi-academy Trust comprising of one primary (Heathland School) and one through school, including Sixth Form (Whitefriars School). The Federation

has more women relevant employees 203 compared to men 36 and more women in each quartile on the snap shot date. Our workforce includes senior leadership, teachers, teaching assistants, qualified professionals, Finance, HR, administrative, site maintenance, SMSA, kitchen staff and cleaners. The range of pay reflects the variety of roles within the Trust.

By analysing the distribution of women and men across the pay quartiles, it can be seen there is a greater proportion of women occupying roles in the lowest paid quartile which tend to be support staff – SMSA's, Cleaner roles. Many of these roles tend to be part-time or term time only and predominantly attract more women than men in these roles at the Federation compared with teaching and leadership roles.

As a Trust we are confident there are no discrepancies in pay between women and men undertaking the same roles and carrying out the same work. The Federation adheres to the Greater London Provincial Scheme (GLPC) and Hay Scheme pay scales for its support staff roles.

In addition, the Federation follows the local authority pay and conditions in line with Harrow Council's support staff pay scales. Teaching roles are in line with the nationally agreed Teachers Pay Scales regardless of their gender.

From 1st April 2023 the Trust has increased annual leave by awarding an additional 1 day to their current annual leave entitlement.

There is a high ratio of male staff in the third quartile due to higher ratio of male staff applying for teaching roles. However, all teaching staff are paid in line with the Teacher's Pay scales regardless of their gender.

4. Working to reduce our Gender Pay Gap

The Federation is committed to diversity, inclusion and equality of opportunity in recruitment, development progression and reward of its staff. To ensure that we are working towards minimising the pay gap where possible we will :

- set up ED&I Committees for staff to attend and discuss such issues in a safe environment.
- Send out surveys and obtain feedback, comments and ideas with a view to improving ED&I and also focusing on staff well being.
- Review relevant Federation's HR policies to ensure they promote inclusion, diversity and equality.
- Provide training to our line managers to promote and develop our staff.
- Review our approach to monitoring the diversity of applicants and workforce via internal and external recruitment.

Declaration

I confirm that the information and data reported are accurate and in line with the UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Leena Bose

Head of HR for the Federation