

# GREENHEART

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Gender Pay Gap Report

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2024/2025

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Snapshot at 31.03.2024

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## Gender Pay Gap Report for Greenheart Learning Partnership

Gender Gap Reporting Year: 2024/25  
(Snapshot: 31<sup>st</sup> March 2024)

This is the Gender Pay Gap report for the snapshot date of the 31<sup>st</sup> March 2024.

Greenheart Learning Partnership is a not-for-profit multi academy trust which comprises 10 primary schools across the West Midlands region. In common with much of the education sector, Greenheart employs a high proportion of women in its overall population, with only a small percentage change from the last year.

The pay gap data includes all relevant employees employed on the "snapshot" date, and includes full-time, part-time, and temporary staff and covers a very wide range of salaries.

As of 31<sup>st</sup> March 2024, our total workforce consists of 386, of which:

- **Male Employees:** 42 (10.88%)
- **Female Employees:** 344 (89.12%)

Despite there being a reduction in the overall number of employees from 405 to 386, data is broadly in line with data from the previous year (2023) where 11.36% of employees were male, and 88.64% were female.

For the analysis of this report, we have 25 Non-Pay relevant female employees that have not been used as per gov.uk guidelines for the ease of producing this report.

The following tables and figures show the gender pay gap data for Greenheart Learning Partnership as of the 31<sup>st</sup> March 2024.

### **Mean Gender Pay Gap (full pay relevant employees included)**

The mean gender pay gap is the difference in the average hourly pay of all male employees compared to female employees. At Greenheart there is a 9.34% pay gap - women are paid 9.34% less than men. This means that for every £1.00 a man earns at Greenheart, a woman earns £0.91.

- **Mean hourly pay for male employees:** £21.35
- **Mean hourly pay for female employees:** £19.35
- **Gender pay gap (mean):** 9.34%

## Average Gender Pay Gap for Hourly Pay

Quartiles	Total Male Hourly Rate	Total Female Hourly Rate	Average Hourly Rate Male	Average Hourly Rate Female
Upper	£701.07	£2,283.33	£38.95	£31.71
Upper Middle	£285.46	£1,429.58	£20.39	£18.81
Lower Middle	£92.16	£1,234.77	£15.36	£14.70
Lower	£42.78	£1,061.05	£10.70	£12.20
<b>Average</b>	<b>£1,121.47</b>	<b>£6,008.73</b>	<b>£21.35</b>	<b>£19.35</b>

**Gender Pay Gap - 9.34%**

## Median Gender Pay Gap

The median gender pay gap is the difference between the median hourly pay of male and female employees.

**Median hourly pay for male employees: £22.02**

- **Median hourly pay for female employees: £16.41**
- **Gender pay gap (median): 25.48%**

When using the median women at Greenheart Learning Partnership earn 25.48% less than men. Therefore, for every £1.00 a man earns at women at Greenheart earns £0.75.

## Median Gender Pay Gap for Hourly Pay

Gender	Medium Hourly Rate	Number of Employees
Male	£22.02	42
Female	£16.41	319

**Median Gender Pay Gap 25.48%**

## Bonus Pay Gap

The following data shows the difference in bonuses paid to male and female employees. Bonuses at Greenheart are paid only to a small number of employees in senior leadership positions. Bonuses are paid at the same rate irrespective of gender. Bonuses have been removed from the pay structure at Greenheart Learning Partnership from academic year 2024/25.

## Mean Bonus Pay Gap

- Mean bonus pay for male employees: £1,500
- Mean bonus pay for female employees: £2,000
- Gender bonus pay gap (mean): -33.33%

Men earned 33.33% less bonus than women.

## Median Gender Pay Gap for Hourly Pay

Gender	Number Receiving Bonus	Number of Employees	Percentage of employees to receive a bonus
Male	4	42	9.52%
Female	4	319	1.25%

9.52% of men and 1.25% of women received a bonus

## Median Bonus Pay Gap

- Median bonus pay for male employees: £1,500
- Median bonus pay for female employees: £2,500
- Gender bonus pay gap (median): 66.67%

## Median gender pay gap for bonus pay

When using the median, women receive 66.67% more than men. This means that for every £1.00 a woman receives a man receives £0.33. This is reflective of the roles where bonuses apply.

Gender	Median Bonus
Male	£1,500
Female	£2,500

## Proportion of Male and Female Employees in Each Pay Quartile

The following data shows the proportion of male and female employees in each pay quartile.

Quartiles	Total In Quartile	Male	Female	Percentage Male	Percentage Female
Upper	90	18	72	20.00%	80.00%
Upper Middle	90	14	76	15.56%	84.44%
Lower Middle	90	6	84	6.67%	93.33%
Lower	91	4	87	4.40%	95.60%
<b>Total</b>	<b>361</b>	<b>42</b>	<b>319</b>		

## Commentary

Greenheart uses pay scales for the majority of its staff. Those in teaching roles are aligned with the minimum and maximum of each pay scale within the School Teachers' Pay and Conditions Document which is updated annually. The pay scales for support staff are in line with the rates set by the National Joint Council for Local Government Services. Staff can progress through our annual pay review process.

Our workforce shows that overall, it has decreased from the previous year but that the percentage of male and female employees has remained broadly in line with the previous year. Our workforce data shows that there has been little movement in each of the quartiles and that our lower and middle quartiles are still heavily weighted with regard to female employees. Greenheart is, however, fully committed to ensuring that the best candidate, regardless of gender, is employed to ensure the quality of education and pupil outcomes is our key priority.

For societal reasons it remains the case that more women are employed in our lower paid roles such as administrators, cleaners, lunchtime supervisors and teaching assistants. The weekly hours worked by teaching staff compared to Support Staff also differs and therefore impacts on the calculations for hourly pay used for the purpose of gender pay gap reporting as it does for many Trusts.

## **Actions to Address the Gender Pay Gap and improve gender equality.**

### Future Actions

Our values remain embedded in each of our schools to further support our journey towards becoming a more diverse and inclusive Partnership. With the support of our Trustees and HR colleagues, we will continue to offer training to develop skills and awareness in areas such as recruitment and will ensure that aspects such as unconscious bias as included with this.

All employees have access to training and development opportunities to support their preferred career pathway including apprenticeships and other external qualifications. We actively promote internal professional development opportunities including leadership training, coaching and mentoring and secondments to help prepare colleagues for middle and senior leadership roles.

We continue to use benchmarking information to inform our decision making in relation to recruitment and to support in the transparency of salary bands of roles. We will also continue to raise awareness of partnership support in relation to family friendly policies such as flexible working arrangements to actively encourage those with caring responsibilities to apply for a range of roles at Greenheart.

We analyse data to identify areas of imbalance and to then implement an action plan for improvements.

## Summary

At Greenheart Learning Partnership, we are committed to fostering an inclusive and diverse workforce. We will continue to monitor and address our gender pay gap and work towards eliminating any disparity that may exist. Our aim is to create a workplace where every employee, regardless of gender, is valued equally and fairly compensated for their contributions.

This report has been approved by:



**Prof. Michelle Money (CEO)**

31<sup>st</sup> March 2025