



# THE HARMONY TRUST

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## **Gender Pay Gap Reporting – The Harmony Trust Ltd** **Statement for March 2021.**

The Harmony Trust Ltd is an equal opportunities employer. We support the fair treatment of all staff, irrespective of gender through our transparent policies.

The Harmony Trust Ltd has a total of 796 employees at the snapshot date (31<sup>st</sup> March 2021). 708 (88.9%) are female and 88 (11.1%) are male.

Our Gender Pay Gap results across The Harmony Trust:

	Mean Pay Gap	Median Pay Gap	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
<b>Across The Harmony Trust Ltd</b>	15.89% higher for male staff	36.53% higher for male staff	97% F 3% M	90% F 10% M	85% F 15% M	85% F 15% 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 Schools Teachers' Pay and Conditions document, which is reviewed annually. For non-teaching staff we use the pay scales set by the National Joint Council for Local Government Services (NJC). Staff move through the pay scales for their grade on a thorough and robust performance management process, meaning earnings are based on performance outcomes, irrespective of their gender.

### **Supporting Statement:**

I can confirm that the above information has been prepared from our payroll data and fairly presents the Gender Pay Gap information for The Harmony Trust Ltd.

O of The Harmony Trust Ltd