



**HART LEARNING GROUP
GENDER PAY REPORT**

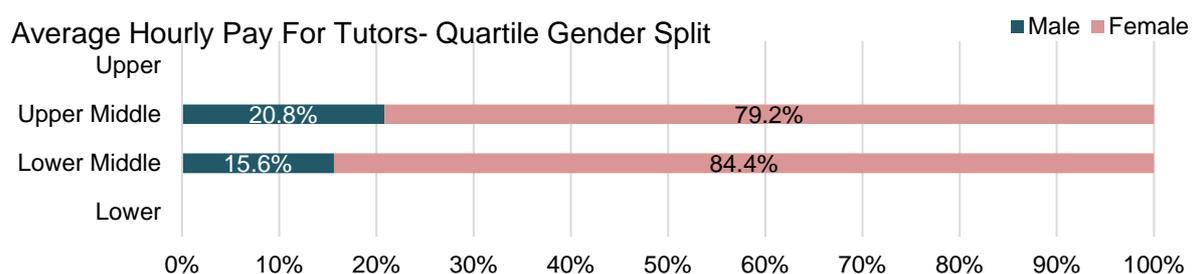
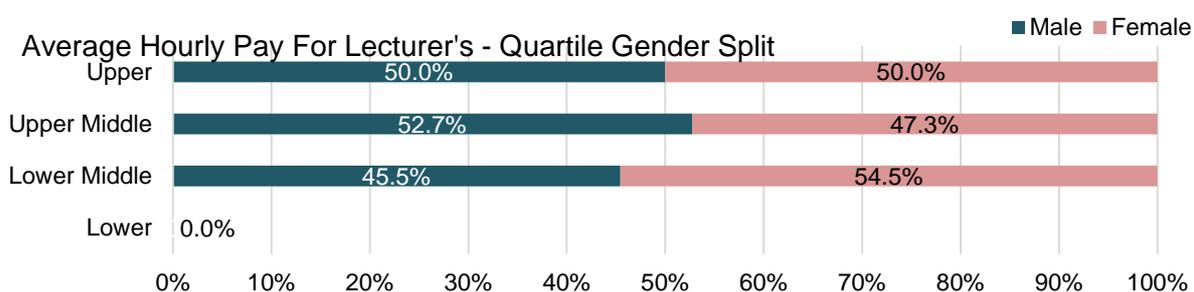


SCOPE AND DEFINITIONS

- In line with Government regulations, as an organisation with more than 250 employees we are publishing and reporting specific figures about our gender pay gap.
- The data within this report is correct as of our 'snapshot' date of 31st March 2018. [The data has been calculated according to guidance provided by Government.](#)
- This report has been confirmed as correct and 'signed' by our Group CEO Kit Davies.

UNDERSTANDING OUR GENDER PAY GAP

- Our mean gender pay gap was 14.7% on the snapshot date. This was largely due to us having more men on higher salaries in the most senior positions.
- Looking at our middle managers the mean calculation was 0.6% and the median was -1.9%. The majority of Heads and Deputy Heads are women.
- On the 1st July 2017 Roebuck Primary School joined the Hart Schools Trust. The data shows that the mean calculation is -18.2% for teachers and -31.5% for the median calculation. These figures represent the distribution of women who are classroom teachers within the teaching profession.
- Within Roebuck Academy, 91.5% of employees are women. The majority of women work part time and are in the lower quartile of the mean pay. Due to the flexibility of roles within schools, this does attract individuals who are trying to achieve a work-life balance around their own needs.
- Looking at our data we employ more women than men in all quartiles and the majority of middle managers are female.
- When analysing the teaching roles within the Group the data shows that men and woman are broadly being paid the same salaries. This indicates that our recruitment and performance-related pay processes are being applied fairly and consistently across the Group.



OUR DATA

The Hart Learning Group return, as of 31st March 2018, is as follows:

- Gender pay gap: men are paid 14.7% more than women as a mean calculation and 13.9% as a median calculation
- Bonus pay gap: men were paid 32.9% more than women as a mean calculation and 5.6% as a median calculation.
- Percentage receiving bonus: 8.1% of men employed within our organisation received a bonus whilst 10.3% of women did.
- The quartile breakdown for men/ women is below.

QUARTILE	MEN	WOMAN
Upper	33.3%	66.7%
Upper middle	38.7%	61.3%
Lower middle	24.8%	75.2%
Lower	17.6%	82.4%

WORKING TO CLOSE THE GAP

- We are committed to the development of our employees and there are bespoke programmes within the Group to ensure that career development opportunities are available.
- We aim to fully utilise our Apprenticeship Levy to encourage individuals to develop themselves through training. This will help the Group with succession planning.
- During spring 2019 the Group will be introducing a middle management development programme. This will include mentoring, coaching, formal external training and work based projects. This training will help ensure that the Group retains women with the organisation and give them the skills to progress within the Group.
- Our pay approach supports the fair treatment, reward and recognition of all staff irrespective of any personal characteristic.
- We implement performance-related pay across the Group. This is linked to objectives designed to meet our progressive five-year strategy. The targets and performance are subject to group moderation by peers, senior management and human resources at two separate stages of the performance cycle to ensure these are fair across all employees and awards are made at set percentage points regardless of gender.
- Moving forward, we will continue to ensure that gender equality is a central point in the recruitment and reward of our employees.
- Within 2018/19, we have seen a number of women being appointed into Director and Head posts, which shows that woman are being attracted to senior roles.

- The Group will continue to support a flexible approach to work, which also meets our business needs.