



**THE HARMONY TRUST**

BELIEVE • ACHIEVE • SUCCEED

**Gender Pay Gap Reporting – The Harmony Trust Ltd**  
**Statement for March 2019**

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 726 employees at the snapshot date (31<sup>st</sup> March 2019). 638 (87.9%) are female and 88 (12.1%) 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>	8.62% higher for male staff	20.39% higher for male staff	93% F 7% M	87% F 13% M	83% F 17% M	88% F 12% 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.

CEO of The Harmony Trust Ltd