



Gender Pay Gap Reporting – The Harmony Trust Ltd
Statement for March 2025

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 821 employees at the snapshot date (31st March 2025). 736 (89.6%) are female and 85 (10.4%) are male. 17 employees were on maternity leave on the snapshot date and have been excluded from the figures below.

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
Across The Harmony Trust Ltd	14.84% higher for male staff	31.08% higher for male staff	94% F 6% M	91% F 9% M	85% F 15% 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). Pay progression for teaching and NJC staff is based on automatic, service-based increments with their grade range, irrespective of 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.

CECEO of The Harmony Trust Ltd