THE HARBOUR SCHOOLS PARTNERSHIP
GENDER PAY GAP REPORT 2025

INTRODUCTION

As an organisation employing over 250 people, the Harbour Schools Partnership (THSP) is required to publish its Gender Pay data findings annually, based on a snapshot data report taken on 31st March. All reporting employers are required to undertake work to narrow any identified gaps.

Prior to the merger of Ventrus Multi Academy Trust and the Tarka Learning Partnership and the formation of The Harbour Schools Partnership, both trusts published Gender Pay gap reports.

EQUAL PAY AND GENDER PAY

The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

1. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
2. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

The Harbour Schools Partnership is committed to paying employees equally for the same or equivalent work, regardless of their gender (or any other characteristic detailed in the Equality Act). The Harbour Schools Partnership follows nationally negotiated and agreed pay scales which establish salaries for particular roles and has a pay policy which sets out how salary grades are assessed and applied.

THE TRUST'S DATA

The data below represents the gender pay snapshot data for the Harbour Schools Partnership as at 31st March 2025.

Our mean pay gap is **21.6%** and our median is **40.9%** as at 31st March 2025.

Comparison information

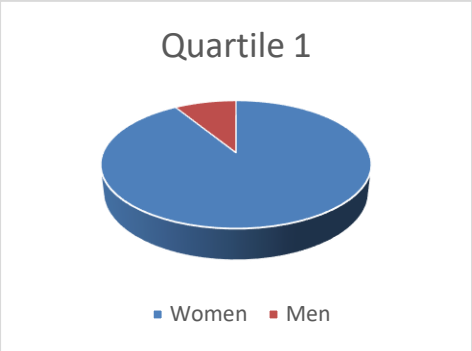
YEAR	MEAN	MEDIAN
2025	21.6%	40.9%
2024 Ventrus Multi Academy Trust	22.1%	37.9%
2024 Tarka Learning Partnership	24.7%	48.1%

QUARTILES

Employers are required to show the data in quartiles and for the Trust, the data is based on the 1542 who were employed in March 2025, therefore each quartile has 385 employees. The Harbour Schools Partnership workforce as at 31st March 2025 was 83.6% female and 16.4% male.

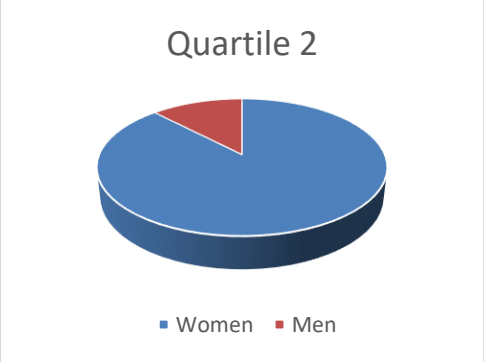
	WOMEN 2025	MEN 2025
Quartile 1 (lowest paid)	91.2%	8.8%
Quartile 2	87.8%	12.2%
Quartile 3	82.1%	17.9%
Quartile 4 (highest paid)	73.3%	26.7%

The greatest proportion of male employees, compared to female employees, are paid in Quartile 4 (highest paid) and the greatest proportion of female employees, compared to male employees, are paid in Quartile 1 (lowest paid) which explains the Trust's mean pay gap.



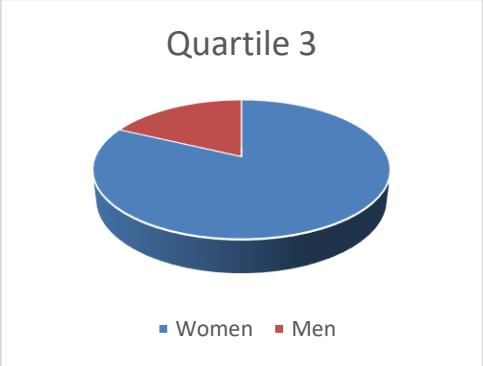
In quartile 1 are the following types of employment/job roles within the THSP:

Cleaners, meal time assistants, administration assistants (grade B), catering assistants, nursery assistants, invigilators, teaching assistants (grade B). This quartile also includes the lowest point of C grade positions such as TAs and other support staff roles.



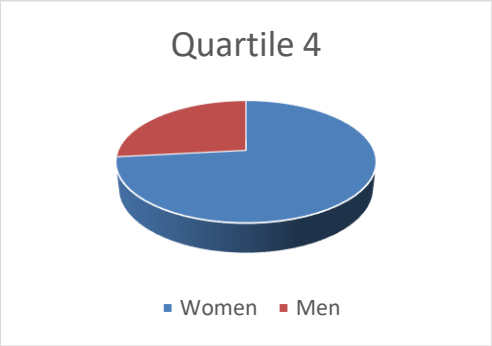
In quartile 2 are the following types of employment/job roles within the THSP:

Teaching Assistants (grade C in the upper points of the range), cover supervisors, administration staff (grade C and D), caretakers (lower points of grade D post holders).



In quartile 3 are the following types of employment/job roles within the THSP:

The highest scale point of Grade D postholders; caretakers, Lead Administrators, kitchen managers, HLTAs main grade teaching staff.



In quartile 4 are the following types of employment/job roles within the THSP:

Teaching staff (UPS1, 2 and 3), curriculum middle managers (department heads), Headteachers, senior leaders.

WHY HAS THE HARBOUR SCHOOLS PARTNERSHIP GOT A GENDER PAY GAP?

The Harbour Schools Partnership does not pay men and women differently for equivalent work but it does employ considerably more women than men (nearly 84% of the workforce are female).

The gender pay gap is the result of roles that more women than men perform and the salaries that these roles attract, and the Trust has high numbers of women fulfilling the roles in the lowest pay quartiles.

ADDRESSING THE GENDER PAY GAP

The Harbour Schools Partnership has a continued commitment to reducing its gender pay gap. As a large employer it will continue to work towards the gap being reduced through the following measures.

- The development of women in the Trust - actively supporting individuals within the Trust to pursue leadership roles, through Leadership Development CPD and coaching, as well through Professional Development Conversations and performance management.

- The Trust is setting up a working group of women leaders who will champion, coach and mentor future female leaders. In addition they will consider ways to address the gender pay gap.
- When promotions are being recruited within the Trust we will continue to ensure the criteria being used is non-discriminatory and that we will consider flexibility and job sharing options to ensure opportunities, career development and promotions are attractive to women and men.
- Through continued promotion of Equality and Diversity and training we will continue to dispel misperceptions and challenge stereotypes to ensure all people are treated equally regardless of gender, as well as all the other characteristics which are protected under the Equality Act.
- Careful consideration of flexible working requests from employees in all roles to support career advancement at the same time as enabling staff to balance their home life commitments. This will also include women returning from maternity leave and requests to return from full to part-time roles to try to ensure they maintain the same level of role and equivalent pay grade.
- Recruitment processes and practices will be scrutinised to ensure all roles attract the appropriate balance of men and women and that women are not pigeon-holed into certain roles or prevented from accessing others.

It is recognised that it may be a number of years before some of these actions have any impact, we are committed to reporting on an annual basis and being explicit about what we are doing to reduce the gender pay gap and the progress that we are making.

Jo Down
People Services Lead