

Tudor Grange Academies Trust Gender Pay Gap Report 2018

This report provides the statutory information that Tudor Grange Academies Trust is required to publish to comply with legislation introduced in April 2017. The legislation requires all employers with more than 250 employees to publish their gender pay gap.

At the snapshot date, (March 31st 2018), Tudor Grange Academies Trust comprised of 7 academies (TGA Solihull, TGA Worcester, TGA Redditch, TGA Samworth, Robert Smyth Academy, TGPA St James and TGPA Haselor). This is the first year where Robert Smyth Academy has been included.

All employers are required to provide 6 measures of gender pay gap. These are:

1. Mean gender pay gap
2. Median gender pay gap
3. Mean bonus gender pay gap
4. Median bonus gender pay gap
5. Proportion of males and females receiving a bonus payment
6. Proportion of males and females in each quartile band.

Tudor Grange Academies Trust is committed to ensuring fair pay for all members of staff and is not complacent in addressing the gender pay gap as part of this ongoing process. The outcomes of pay award decisions are shared with our board of directors, principals and local governing bodies for scrutiny and pay policies and practices actively reviewed.

Why equal pay and gender pay differ

It should be noted that Gender Pay Gap is not the same as unequal pay.

Gender Pay Gap:	The difference between hourly earnings of men and women working across an organisation
Equal Pay:	Men and women are paid the same for like work

Gender Pay Gap at Tudor Grange Academies Trust

Nationally, the Gender Pay Gap for all employees was women earning 18.4% less than men in 2017 (ONS, 2019).

1. Our Mean gender pay gap is 22.2%
2. Our Median gender pay gap is 40.1%

At TGAT, our mean gender pay gap shows that women earn 22.2% less than men (2017, 19.4%). The median gender pay gap was 40.1% (2017, 22.8%). We are confident that this gender pay gap is not a result of paying men and women differently for work of equal value, but rather from the distribution of roles between our male and female employees. Lower paid and part time roles attract more women applicants. This is typical of establishments throughout the Education sector i.e. maintained schools, academies and also universities.

At TGAT, staff throughout the organisation on Trust contracts who undertake the same work are paid the same salary. The pay scales recorded in the Trust Pay Policy are in keeping with the STPCD and reflect the NJC agreed scales. When an academy joins the trust, staff transfer over on protected terms and conditions (TUPE), which can lead to fluctuations in year on year patterns. This can be seen on the final page of this document, where figures are presented with and without the newest academy to the trust.

The distribution of roles between males and females records a larger proportion of male staff working as teachers, 65% (2017, 59%) than the proportion of female staff employed as teachers, 45% (2017, 44%). This difference means male staff are more likely to be in higher paid teaching roles than in lower paid support roles. The opposite is true for female staff, with a greater proportion in lower paid support roles.

Figure 1 shows that whilst the gender pay gap for all staff within the trust is higher than the national average, splitting into teaching and support staff significantly reduces the gender pay gap. The mean gender pay gap is wider for support staff than it is for teaching staff, reflecting the wider range of hourly rates of pay for this group of staff.

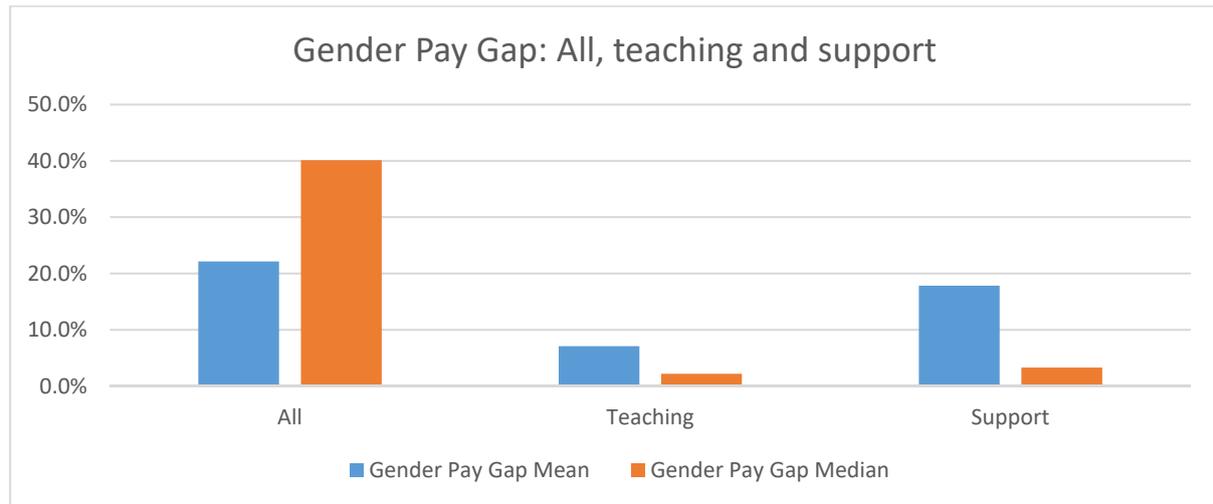


Figure 1: Gender Pay Gap split by role

- 3. Mean bonus gender pay gap is -22.2%
- 4. Median bonus gender pay gap is 22.9%
- 5a Proportion of males receiving a bonus is 4%
- 5b Proportion of females receiving a bonus is 7%

The Gender Bonus Gap suggests that bonus payments made to female and male employees are very similar. Whilst the mean gap suggests payments to female staff were 22.2% higher (2017, 18.4% higher for females than males), the median gap reverses this position, 22.9%. The proportion of male and female staff receiving a bonus are very similar, with 4% of male staff receiving a bonus (2017, 6%) and 7% of female staff receiving a bonus (2017, 7%). Bonus payments include honorariums (payments made to staff in recognition of strong performance) and incentive payments made for either recruitment or retention. This does not include additional payments such as TLRs made in recognition of extra duties or changing job roles.

Proportion of males and females in each quartile band (based on hourly rate of pay)

Quartile	Total number of staff	Female % in quartile	Male % in quartile
Lower	161	81%	19%
Lower Middle	161	77%	23%
Upper Middle	161	69%	31%
Upper	161	59%	41%

As in 2017, the composition of the workforce in the Education sector is reflected in the quartile distribution of the male and female staff by hourly rate. In our lower and middle quartiles, most staff are female. A larger proportion of our male employees are in the upper middle and upper quartile for hourly rate of pay. Many of our lowest paid roles, such as part time cleaning, catering and classroom support staff, have typically attracted female applicants only as these offer part time employment during term time. All applicants to these positions, whether male or female, are considered equally however our recruitment to these roles reflects the national position.

Steps to address Gender Pay Gap

TGAT continues to take steps to address the gender pay gap. The Trust is committed to ensuring that all existing staff can pursue career growth and are able to develop over time. Over the last two years, changes to our performance management approach have simplified the process, shifting the focus from an annual review to an ongoing, dialogue driven process which focusses on career development and provision of support to access development opportunities. This supports all staff in maximising their potential irrespective of gender.

We also consider female representation on our leadership teams, encouraging women to pursue management positions by leading by example:

- At February 2019, the principals and heads of schools of our academies are 44% male, 56% female.
- All academies have a balance of male and female staff in their leadership teams, with 51% of staff male, 49% of staff female.
- Our CEO is female
- Management of support staff also sees strong female representation. All office managers are female, and 3 of our 5 catering managers are female.

Data recorded will see fluctuations as new schools join the academies. Currently we have more secondary schools than Primary schools. It is recognised within the sector that Primary schools tend to have a workforce that is predominantly female whereas secondary schools tend to attract the majority of males working in Education. However, the Tudor Grange Academies Trust will continue to review data and trends to address the gender pay gap in line with its obligations.

Tudor Grange Academies Trust

Gender Pay Gap Statistics

In September 2018, the trust gained an extra academy, Robert Smyth Academy. In order that fair comparison can be made between 2017 and 2018 gender pay gap, the information below is presented with and without Robert Smyth.

Gender Pay Gap

	2017	2018 <i>without Robert Smyth Academy</i>	2018 <i>including Robert Smyth Academy</i>
Gender Pay Gap Mean	19.50%	20.6%	22.2%
Gender Pay Gap Median	22.80%	27.6%	40.1%
Gender Bonus Pay Gap Mean	-18.40%	-14.6%	-22.2%
Gender Bonus Pay Gap Median	0.00%	22.9%	22.9%

Proportion of Males and Females receiving a bonus

	2017	2018 <i>without Robert Smyth Academy</i>	2018 <i>including Robert Smyth Academy</i>
Proportion of males	6.9%	4.7%	3.9%
Proportion of females	6.4%	8.4%	7.4%

Proportion of males and females in each quartile band (based on hourly rate of pay)

	Number of Staff in each quartile			% of female Staff in each quartile			% of male Staff in each quartile		
	2017	2018 without RSA	2018 including RSA	2017	2018 without RSA	2018 including RSA	2017	2018 without RSA	2018 including RSA
Lower	140	135	161	81%	83%	81%	19%	17%	19%
Lower Middle	141	135	161	73%	76%	77%	27%	24%	23%
Upper Middle	140	134	161	69%	69%	69%	31%	29%	31%
Upper	140	135	161	59%	61%	59%	41%	39%	41%

Declaration

We confirm that the gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).

Signed:

Claire Maclean, CEO
Date: 20/03/19

Dr P Rock, Chair of MATB
Date: 20/03/19