



Tudor Grange Academies Trust

Gender Pay Gap Report 2019

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 2019), Tudor Grange Academies Trust comprised of 8 academies (TGA Solihull, TGA Worcester, TGA Redditch, TGA Samworth, Robert Smyth Academy, TGA Kingshurst, TGPA St James, TGPA Haselor). This is the first year where TGA Kingshurst 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 17.3% less than men in 2019 (ONS, 2020).

1. Our Mean gender pay gap is 22.9%
2. Our Median gender pay gap is 35.2%

At TGAT, our mean gender pay gap shows that women earn 22.9% less than men (2018 22.2%, 2017 19.4%). The median gender pay gap was 35.2% (2018 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.

The distribution of roles between males and females records a larger proportion of male staff working as teachers, 74% (2018 65%, 2017 59%) than the proportion of female staff employed as teachers, 44% (2018 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.

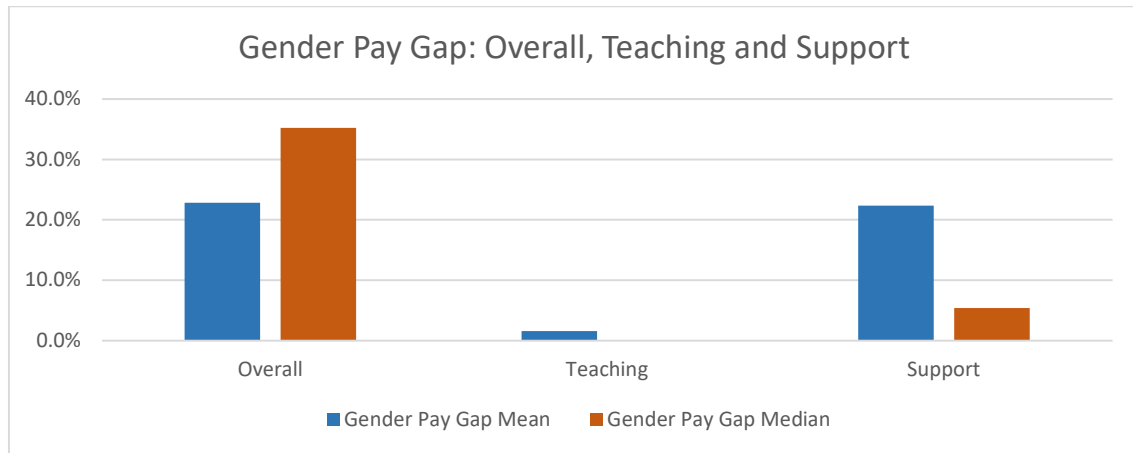


Figure 1: Gender Pay Gap split by role

- 3. Mean bonus gender pay gap is 30.7%
- 4. Median bonus gender pay gap is 0.0%
- 5a Proportion of males receiving a bonus is 2.6%
- 5b Proportion of females receiving a bonus is 7.0%

The Gender Bonus Gap suggests that bonus payments made to female and male employees are very similar. In a reversal to previous years, this year the mean gap shows bonus payments to male staff were 30.7% higher than those to female staff, (2018 -22.2%, 2017 -18.4% higher for females than males), the median gap closes this gap (2018 22.9%). It should be recognised that the numbers of staff receiving a bonus payment are low (46 females, 6 males), and that the gap in proportion reflects that bonuses are almost exclusively paid to support staff who are predominantly female.

The proportion of male and female staff receiving a bonus are very similar, with 3% of male staff receiving a bonus (2018 4%, 2017 6%) and 7% of female staff receiving a bonus (2018 7%, 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 | 199 | 89% | 11% |
| Lower Middle | 199 | 78% | 22% |
| Upper Middle | 199 | 65% | 35% |
| Upper | 198 | 63% | 37% |

As in 2017 and 2018, 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 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 2020, the principals and heads of our schools are 40% male, 60% 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 6 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 2019, the trust gained an extra academy, Tudor Grange Academy Kingshurst. In order that fair comparison can be made between 2018 and 2019 gender pay gap, the information below is presented with and without Kingshurst. This demonstrates that gender gaps at Kingshurst are similar to those across the rest of the Trust.

Gender Pay Gap

| | 2017 | 2018 | 2019 including TGA Kingshurst | 2019 without TGA Kingshurst |
|-----------------------------|---------|--------|-------------------------------|-----------------------------|
| Gender Pay Gap Mean | 19.50% | 22.2% | 22.9% | 24.8% |
| Gender Pay Gap Median | 22.80% | 40.1% | 35.2% | 36.7% |
| Gender Bonus Pay Gap Mean | -18.40% | -22.2% | 30.7% | 30.7% |
| Gender Bonus Pay Gap Median | 0.00% | 22.9% | 0.0% | 0.0% |

Proportion of Males and Females receiving a bonus

| | 2017 | 2018 | 2019 including TGA Kingshurst | 2019 without TGA Kingshurst |
|-----------------------|------|------|-------------------------------|-----------------------------|
| Proportion of males | 6.9% | 3.9% | 2.6% | 3.2% |
| Proportion of females | 6.4% | 7.4% | 7.0% | 8.7% |

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 | | |
|--------------|----------------------------------|-------------------------------|-----------------------------|------------------------------------|-------------------------------|-----------------------------|----------------------------------|-------------------------------|-----------------------------|
| | 2018 | 2019 including TGA Kingshurst | 2019 without TGA Kingshurst | 2018 | 2019 including TGA Kingshurst | 2019 without TGA Kingshurst | 2018 | 2019 including TGA Kingshurst | 2019 without TGA Kingshurst |
| Lower | 161 | 199 | 157 | 81% | 89% | 89% | 19% | 11% | 12% |
| Lower Middle | 161 | 199 | 157 | 77% | 78% | 81% | 23% | 22% | 19% |
| Upper Middle | 161 | 199 | 158 | 69% | 65% | 65% | 31% | 35% | 35% |
| Upper | 161 | 198 | 158 | 59% | 63% | 59% | 41% | 37% | 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: 25/03/20

Graham Pearce, Chair of Finance and
Personnel Committee
Date: 25/03/20

