

Tudor Grange Academies Trust Gender Pay Gap Report 2017

This report provides the statutory information that Tudor Grange Academies Trust is required to publish relating to Gender Pay Gap. New legislation came into force in the UK in April 2017, requiring all employers with more than 250 employees to publish their gender pay gap. At the snapshot date (March 31st 2017), Tudor Grange Academies Trust was made up of 6 academies (TGA Solihull, TGA Worcester, TGA Redditch, TGA Samworth, TGPA St James and TGPA Haselor).

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 addressing the gender pay gap is part of this process. One step in this process is providing information about the current Gender Pay Gap. Similarly, the outcomes of pay award decisions are shared with our board of directors, principals and local governing bodies for scrutiny.

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

At Tudor Grange Academies Trust, staff throughout the organisation who undertake the same work are paid the same salary. This can be seen within the pay scales recorded in our Pay Policy.

Nationally, the Gender Pay Gap for all employees was women earning 18.1% less than men in 2016 (ONS, 2016).

Gender Pay Gap at TGAT

At TGAT, our mean gender pay gap shows that women earn 19.5% less than men. The median gender pay gap was 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. This is typical of education establishments throughout both the academy sector and also universities.

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

This pattern is also recorded in the quartile distribution of the male and female staff by hourly rate. In our lower and middle quartiles, the majority of staff are female. Most of our male employees are in the upper middle and upper quartile for hourly rate of pay.

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.

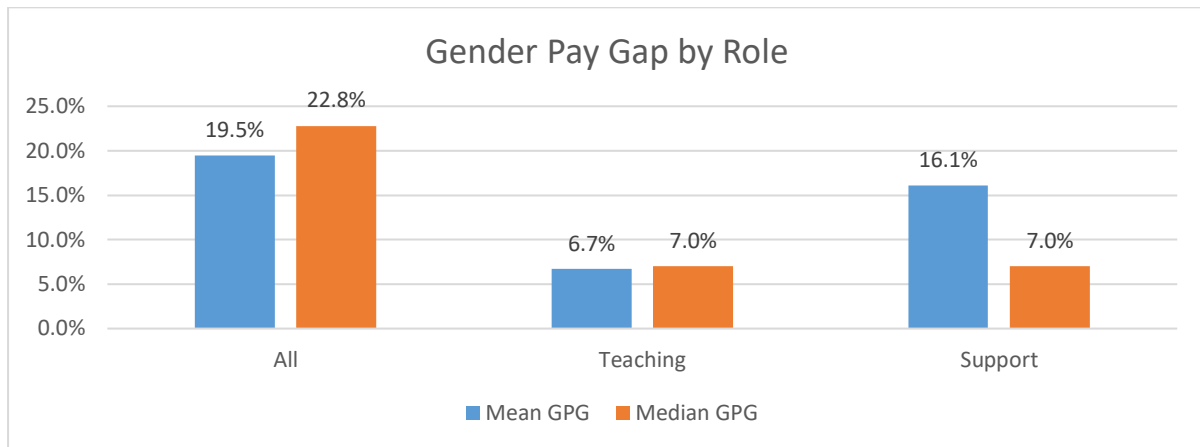


Figure 1: Gender Pay Gap split by role

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 18.4% higher, the median gap shows no difference. The proportion of male and female staff receiving a bonus are very similar, with between 6% and 7% of staff receiving a bonus. 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.

Steps to address Gender Pay Gap

TGAT has taken steps to address the Gender Pay Gap.

Our focus is on ensuring that all existing staff are able to pursue career growth and are able to develop over time. Over the last year 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.

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

- At March 2018, people in leadership team roles in academies in the Trust are 50% male, 50% female.
- All academies have a balance of male and female staff in their leadership teams.
- 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.

Many of our lowest paid roles, such as part time cleaning and catering staff 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 we do not feel that this is something where proactive measures would be effective in attracting more male applicants.

Tudor Grange Academies Trust Gender Pay Gap Report 2017

Data reported at the snapshot date, 31st March 2017

Gender Pay Gap

	Mean	Median
Gender Pay Gap	19.5%	22.8%
Gender Bonus Pay Gap	-18.4%	0.0%

Proportion of males and females receiving a bonus payment

Gender	% of relevant employees receiving a bonus
Female	6.9%
Male	6.4%

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	140	81.4%	18.6%
Lower Middle	141	73.0%	27.0%
Upper Middle	140	68.6%	31.4%
Upper	140	59.3%	40.7%

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

Dr P Rock, Chair of MATB

Date: