



Tudor Grange Academies Trust

Gender Pay Gap Report 2020

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 2020), Tudor Grange Academies Trust comprised of 10 academies (TGA Solihull, TGA Worcester, TGA Redditch, TGA Samworth, Robert Smyth Academy, TGA Kingshurst, TGPA St James, TGPA Haselor, TGPA Meon vale, TGPA Yew Tree. This is the first year where Tudor Grange Primary Academy Yew Tree and Tudor Grange Primary Academy Meon Vale have 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 Trustees for scrutiny. Pay policies and practices are 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 15.5% less than men in 2019 (ONS, 2021). For 2020 at Tudor Grange Academies Trust:

1. Our Mean gender pay gap is 21.8%
2. Our Median gender pay gap is 36.2%

At TGAT, our mean gender pay gap shows that women earn 21.8% less than men (2019 22.9%, 2018 22.2%, 2017 19.4%). The median gender pay gap was 36.2% (2019 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, 72% (2019 74%, 2018 65%, 2017 59%) than the proportion of female staff employed as teachers, 43% (2019 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.

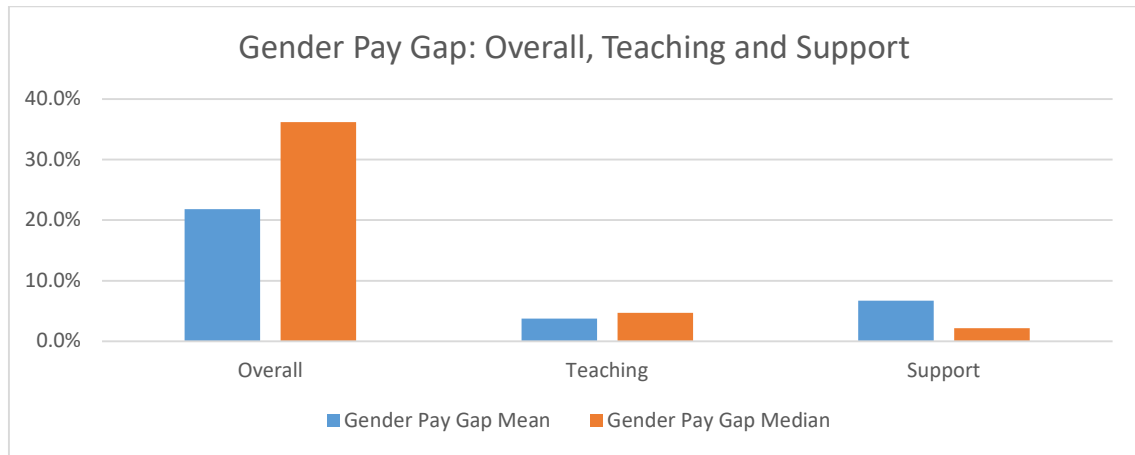


Figure 1: Gender Pay Gap split by role

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

No bonus payments were made during the 2020 relevant period, as the Trust moved to a system of special responsibility payments. This has closed the Bonus Pay Gap (2019 +30.7% 2018 -22.2%, 2017 -18.4%).

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	215	90%	10%
Lower Middle	215	77%	23%
Upper Middle	215	69%	31%
Upper	215	62%	38%

As in previous years, 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. 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. The trust has reviewed its use of bonus payments and has completed a review of Executive team pay.

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

- As of February 2021, the principals and heads of our schools are 27% male, 73% female.
- All academies have a balance of male and female staff in their leadership teams, with 41% of staff male, 59% of staff female.
- Our CEO is female
- Management of support staff also sees strong female representation. All office 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 two new academies, Tudor Grange Primary Academy Meon Vale and Tudor Grange Primary Academy Yew Tee. In order that fair comparison can be made between 2019 and 2020 gender pay gap, the information below is presented with and without these two new schools. This demonstrates that gender gaps at these new school are similar to those across the rest of the Trust.

Gender Pay Gap

	2017 (7 schools)	2018 (7 schools)	2019 (8 Schools)	2020 (8 schools)	2020 (10 schools)
Gender Pay Gap Mean	19.50%	22.2%	22.9%	21.9%	21.8%
Gender Pay Gap Median	22.80%	40.1%	35.2%	38.4%	36.4%
Gender Bonus Pay Gap Mean	-18.40%	-22.2%	30.7%	0.0%	0.0%
Gender Bonus Pay Gap Median	0.0%	22.9%	0.0%	0.0%	0.0%

Proportion of Males and Females receiving a bonus

	2017 (7 schools)	2018 (7 schools)	2019 (8 Schools)	2020 (8 schools)	2020 (10 schools)
Proportion of males	6.9%	3.9%	2.6%	0.0%	0.0%
Proportion of females	6.4%	7.4%	7.0%	0.0%	0.0%

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		
	2019 (8 Schools)	2020 (8 schools)	2020 (10 schools)	2019 (8 Schools)	2020 (8 schools)	2020 (10 schools)	2019 (8 Schools)	2020 (8 schools)	2020 (10 schools)
Lower	199	201	215	89%	86%	90%	11%	10%	10%
Lower Middle	199	201	215	78%	78%	77%	22%	23%	23%
Upper Middle	199	201	215	65%	69%	69%	35%	30%	31%
Upper	198	202	215	63%	61%	62%	37%	41%	38%

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:

Mrs C Maclean, CEO

Mr G Pearce, Chair of the
Finance and Personnel Committee

Date: 25/03/21

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