



Tudor Grange Academies Trust

Gender Pay Gap Report 2022

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 2022), Tudor Grange Academies Trust comprised of 12 academies (TGA Solihull, TGA Worcester, TGA Redditch, TGA Samworth (secondary and primary), Robert Smyth Academy, TGA Kingshurst, TGPA St James, TGPA Haselor, TGPA Yew Tree, TGPA Meon Vale, TGPA Perdiswell and TGPA Hockley Heath).

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, 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, Over the coronavirus (COVID-19) pandemic period, earnings estimates were affected by changes in composition of the workforce and the impact of the Coronavirus Job Retention Scheme (furlough) making interpretation difficult; also, data collection disruption and lower response rates mean that, for 2020 and 2021, data were subject to more uncertainty and should be treated with caution. The National Gender Pay Gap for all employees showed women earning 14.9% less than men in 2022 (ONS, estimate). Nationally the gender pay gap for those in full time and part time employment rose slightly. Employees of the Trust were not furloughed.

For 2022 at Tudor Grange Academies Trust:

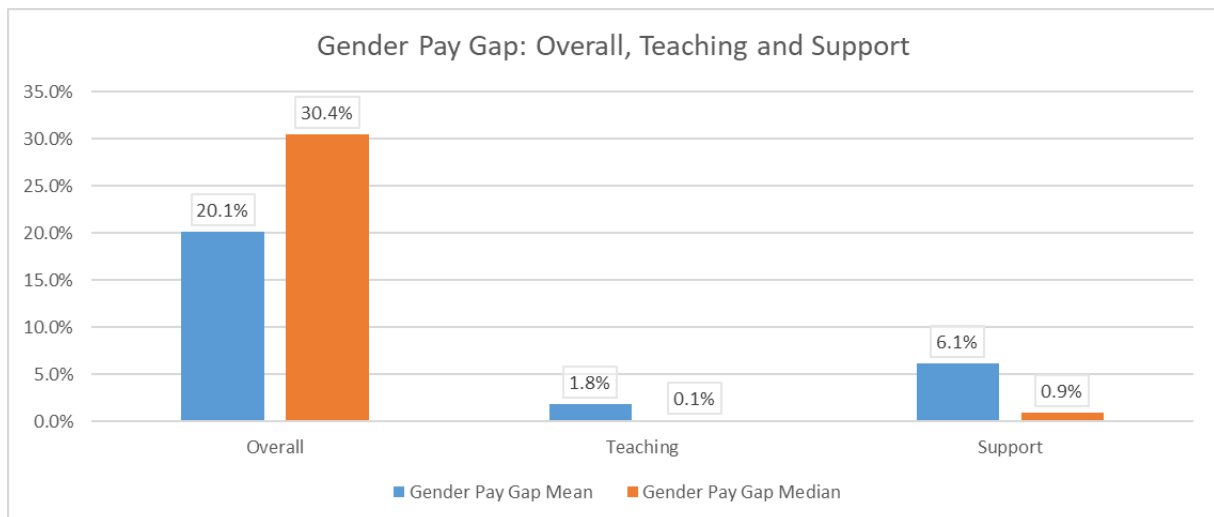
1. Our Mean gender pay gap is 20.1%
2. Our Median gender pay gap is 30.4%

At TGAT, our mean gender pay gap shows that women earn 20.1% less than men (2021 19.4%, 2020 21.8%, 2019 22.9%, 2018 22.2%). The median gender pay gap was 30.4% (2021 33%, 2020 36.2%, 2019 35.2%, 2018 40.1%). This indicates a slight increase however it is still lower than the 2020 results. 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 e.g. maintained schools, academies and also universities. There are more women than men working in the sector.

The distribution of roles between males and females records a larger proportion of male staff working as teachers 77% (2021 81%, 2020 72%, 2019 74%, 2018 65%) than the proportion of female staff employed as teachers, 47% (2021 43%, 2019 44%, 2018 45%). This difference means male staff are more likely to be in higher paid teaching roles than in lower paid support roles, particularly following the outsourcing of site staff. The opposite is true for female staff, with a greater proportion in lower paid support roles. These statistics can be influenced by the number of primary schools within the Trust which tend to attract and employ more women than men.

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 relevant period, as the Trust moved to a system of special responsibility payments.

Figure 2: 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	210	89%	11%
Lower Middle	210	78%	22%
Upper Middle	211	70%	30%
Upper	210	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 administration 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 and is securing improvements. 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 no longer pays bonus payments and has reviewed its approach to Executive pay. The Trust requirements for cross school working is enabling support staff to access more challenging and rewarding roles complimented by the Trust recognising the need for specialisms to be represented at leadership level.

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

- At March 2023, the principals and heads of our schools are 23% male, 77% female. In our executive team, 25% are male and 75% are female.
- All academies have a broadly equitable 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.

Data recorded will see fluctuations as new schools join the academies. 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



Gender Pay Gap Statistics

Gender Pay Gap

Report date	2017 (7 schools)	2018 (7 schools)	2019 (8 schools)	2020 (10 schools)	2021 (10 schools)	2022 (12 schools)
Gender Pay Gap Mean	19.50%	22.2%	22.9%	21.8%	19.4%	20.1%
Gender Pay Gap Median	22.80%	40.1%	35.2%	36.4%	33%	30.4%
Gender Bonus Pay Gap Mean	-18.40%	-22.2%	30.7%	0.0%	0.0%	0.0%
Gender Bonus Pay Gap Median	0.00%	22.9%	0.0%	0.05%	0.00	0.0%

Proportion of Males and Females receiving a bonus

	2017 (7 schools)	2018 (7 schools)	2019 (8 Schools)	2020 (10 schools)	2021 (10 Schools)	2022 (12 schools)
Proportion of males	6.9%	3.9%	2.6%	0.0%	0.0%	0.0%
Proportion of females	6.4%	7.4%	7.0%	0.0%	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		
	2020 (10 schools)	2021 (10 schools)	2022 (12 schools)	2020 (8 schools)	2021 (10 schools)	2022 (12 schools)	2020 (8 schools)	2021 (10 schools)	2022 (12 schools)
Lower	215	182	210	86%	87%	89%	10%	13%	11%
Lower Middle	215	182	210	78%	76%	78%	23%	24%	22%
Upper Middle	215	182	211	69%	69%	70%	30%	31%	30%
Upper	215	181	210	61%	62%	62%	41%	38%	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:

Claire Maclean, CEO

Date: 02/03 /23

Dr P Rock, Chair of MATB

Date: 02/03/23