

Tudor Grange Academies Trust Gender Pay Gap Report 2023

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 2023), 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 Perdisswell 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

The National Gender Pay Gap for all employees showed women earning 14.3% less than men in 2023 (ONS, estimate). Among full-time employees the gender pay gap in April 2022 was 8.3%

For 2023 at Tudor Grange Academies Trust:

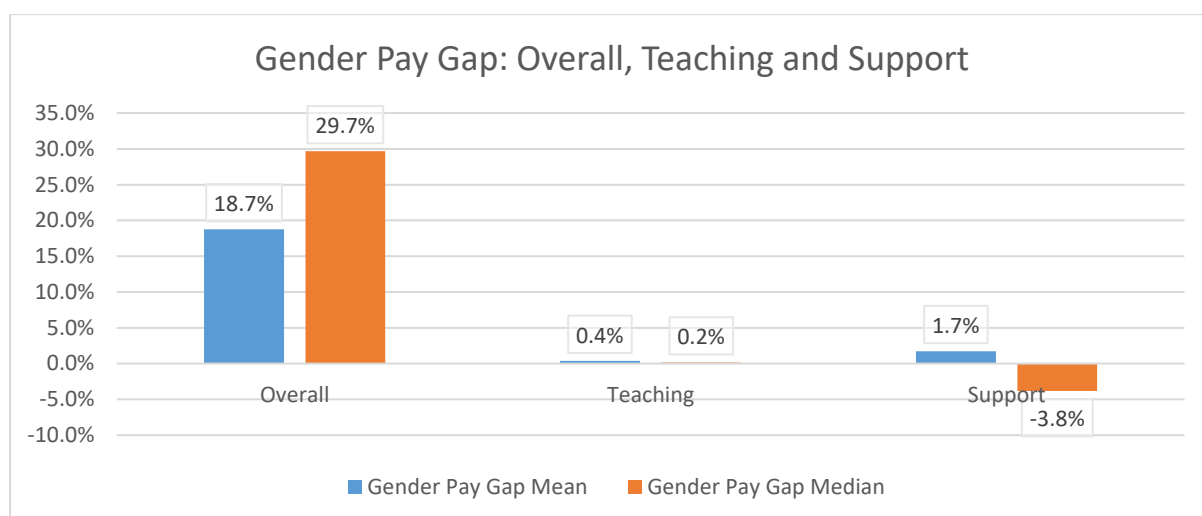
1. Our Mean gender pay gap is 18.74%
2. Our Median gender pay gap is 29.7%

At TGAT, our mean gender pay gap shows that women earn 18.7% less than men (2022 20.1%, 2021 19.4%, 2020 21.8%, 2019 22.9%, 2018 22.2%). The median gender pay gap was 29.7% (2022 30.4%, 2021 33%, 2020 36.2%, 2019 35.2%, 2018 40.1%). This indicates a slight decrease. We are confident that the 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 employed in the Trust working as teachers 77% (2022 77%, 2021 81%, 2020 72%, 2019 74%, 2018 65%) than the proportion of female staff employed as teachers, 47% (2022 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 | 218 | 85% | 15% |
| Lower Middle | 219 | 82% | 18% |
| Upper Middle | 219 | 69% | 31% |
| Upper | 218 | 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 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 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 January 2024, the principals and heads of our schools are 29% male, 71% female. In our executive team, 33% are male and 67% 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.

Tudor Grange Academies Trust 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) | 2023 (12 schools) |
|-----------------------------|------------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|
| Gender Pay Gap Mean | 19.50% | 22.2% | 22.9% | 21.8% | 19.4% | 20.1% | 18.7% |
| Gender Pay Gap Median | 22.80% | 40.1% | 35.2% | 36.4% | 33% | 30.4% | 29.7% |
| Gender Bonus Pay Gap Mean | -18.40% | -22.2% | 30.7% | 0.0% | 0.0% | 0.0% | 0.0% |
| Gender Bonus Pay Gap Median | 0.00% | 22.9% | 0.0% | 0.05% | 0.00 | 0.0% | 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) | 2023 (12 schools) |
|-----------------------|------------------|------------------|------------------|-------------------|-------------------|-------------------|-------------------|
| Proportion of males | 6.9% | 3.9% | 2.6% | 0.0% | 0.0% | 0.0% | 0.0% |
| Proportion of females | 6.4% | 7.4% | 7.0% | 0.0% | 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 | | |
|--------------|----------------------------------|-------------------|-------------------|------------------------------------|-------------------|-------------------|----------------------------------|-------------------|-------------------|
| | 2021 (10 schools) | 2022 (12 schools) | 2023 (12 schools) | 2021 (10 schools) | 2022 (12 schools) | 2023 (12 schools) | 2021 (10 schools) | 2022 (12 schools) | 2023 (12 schools) |
| Lower | 182 | 210 | 218 | 87% | 89% | 85% | 13% | 11% | 15% |
| Lower Middle | 182 | 210 | 219 | 76% | 78% | 82% | 24% | 22% | 18% |
| Upper Middle | 182 | 211 | 219 | 69% | 70% | 69% | 31% | 30% | 31% |
| Upper | 181 | 210 | 218 | 62% | 62% | 62% | 38% | 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: 08/02/24

Dr P Rock, Chair of MATB
Date: 08/02/24