

Thomas Deacon Education Trust Gender Pay Gap Reporting 2018/2019

Introduction

As an employer with more than 250 employees, Thomas Deacon Education Trust (TDET) is required to report on its Gender Pay Gap on an annual basis in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The snapshot date for this report is 31st March 2018, meaning the salary information presented is from the pay period 1st March 2018 to 31st March 2018.

As an organisation we are required to report on the following across all of our schools:

- Mean gender pay gap – the difference between the average hourly rate for male and female employees
- Median gender pay gap – the difference between the middle value hourly rate for male and female employees. Median values are not distorted by very high or very low hourly rates within a group, and so this gives us an idea of the ‘typical’ hourly rate within the Trust
- The proportion of males and females in each pay quartile – how male and female employees are distributed between four pay bands
- In addition to this, employers are required to report on bonus payments; a bonus payment is defined as any payment in addition to salary which is performance related. As of the snapshot date, TDET did not make any bonus payments and so this will not be featured within our reporting.

The data we are required to report on encompasses all staff within the Trust, regardless of role. Whilst we have reported on this in order to fulfil the requirement, we feel that it would be beneficial to compare like with like (support staff compared against support staff and teaching staff compared against teaching staff), rather than compare two data sets with differing terms and conditions (weekly working hours and working weeks, plus different pay scales) which affect the overall picture of what the gender pay gap looks like within TDET.

We have therefore offered a breakdown of the gender pay gap within support roles, teaching roles and within the Trust as a whole to enable us to truly understand where changes need to be made going forward.

Findings

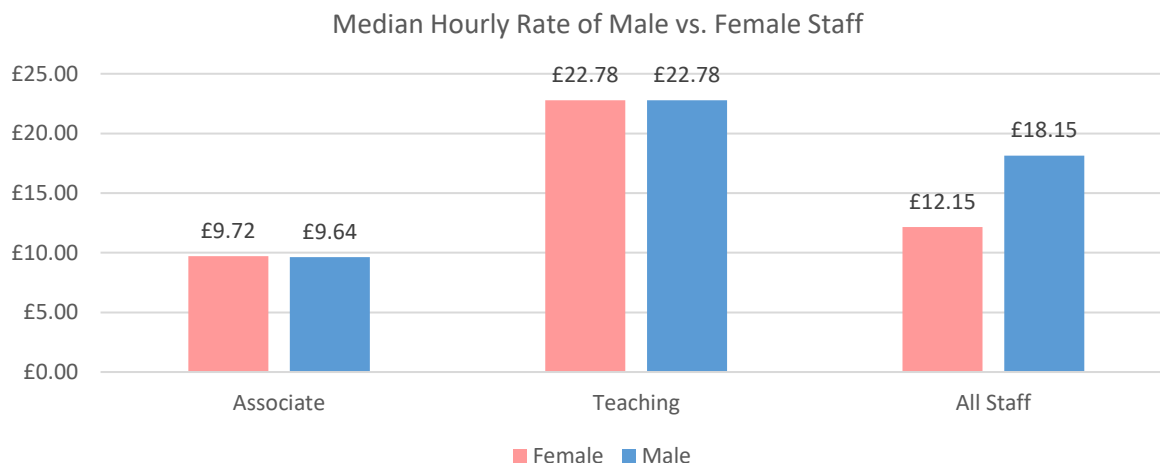
	Associate Staff	Teaching Staff	All TDET Staff
Mean Pay Gap	8.5%	4.0%	20.1%
Median Pay Gap	-0.8%	0.0%	33.1%

Across TDET, the mean hourly rate for female employees is 20.1% lower than the mean hourly rate for male employees. The median hourly rate for female employees is 33.1% lower than the mean hourly rate for male employees.

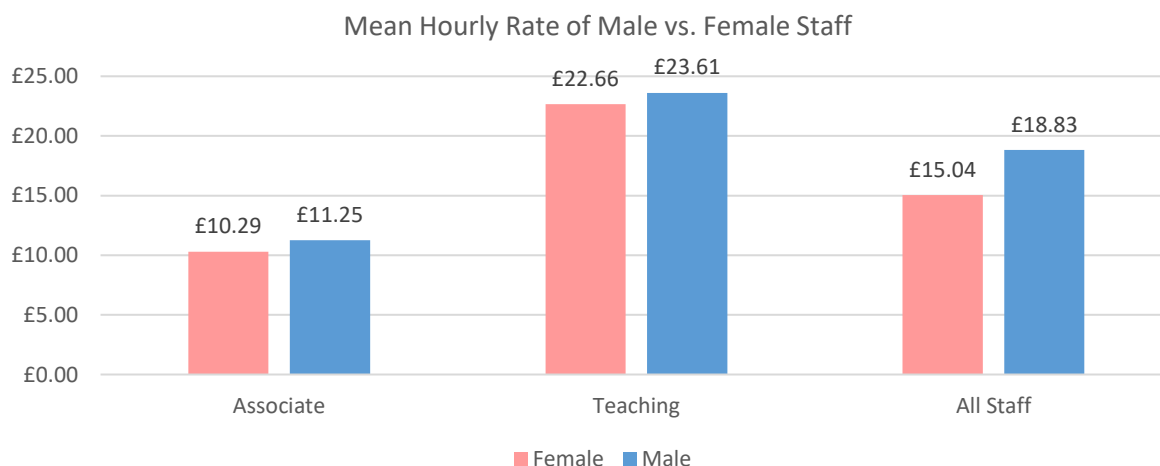
In monetary terms, the mean hourly rate for female employees £3.78 less than that of male employees. The median hourly rate for female employee is £6.00 less than that of male employees.

Analysis of Mean, Median and Quartile Data

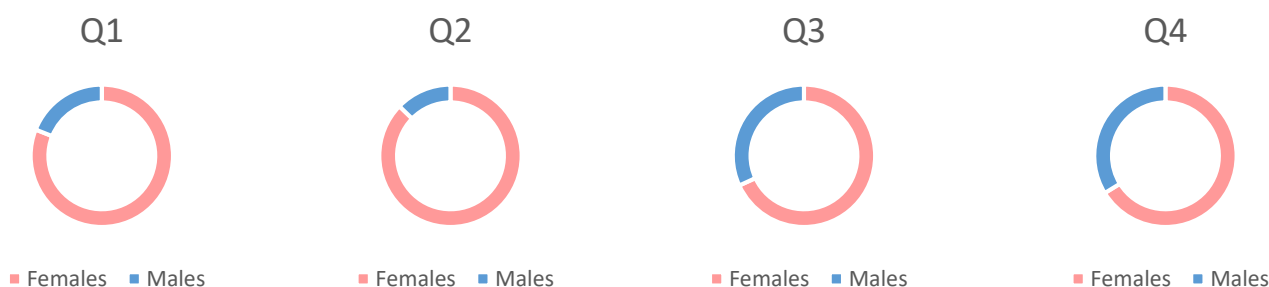
In terms of our actual gender pay gap, the results are overwhelmingly positive. Across all Trust teaching staff, there is no median pay gap (a difference of 0%, meaning that the median hourly rate of both male and female teaching staff are the same). Across all Trust support staff, there is a negative median pay gap of -0.8%, meaning that female support staff within TDET are actually paid a higher median hourly rate than male staff.



However, it is when the mean hourly rates of all Trust staff are compared that the discrepancy arises; this is understandable when one considers the wide range of salaries offered across the Trust, given the various recruitment needs that a large Trust has and the different levels of role that are required, right up to CEO level.



Our four pay quartiles show the distribution of male and female hourly rates across different roles within the trust. As one would expect within the education sector, female staff outnumber male staff (75% of TDET staff are female). Within Q1, only a fifth of roles are held by male employees, and within Q2, a seventh of roles are held by male employees. However, within Q2 and Q3, despite the majority of TDET staff being female, a third of these roles are held by males.



Distribution of male versus female employees within each pay quartile

Examples of the different roles found within each of TDET’s pay quartiles are:

Q1	Q2	Q3	Q4
Teaching Assistants	Facilities Officers	Teachers	Heads of Department
Administrators	Instructors	Officers (HR, Data, Exams)	Lead Practitioners
Cleaners	HLTAs	Managers (Catering, Finance)	Senior Leadership
Catering Staff	Personal Assistants	SEND Co-Ordinators	Principals
Technicians	Learning Mentors	TLR Roles	CEO

Explanation of Findings

By law, men and women must receive equal pay for doing the same work or work of equal value. TDET is also committed to offering equal opportunities to all employees regardless of sex, race, religion, age, sexual orientation or disability.

The gender pay gap within TDET is therefore not attributable to men and women being paid different salaries for doing the same or equal work, but is a result of the distribution of male and female employees within different roles and the salaries that these roles offer.

Analysing the proportions of male and female employees within the higher salary quartiles will enable us to understand why a gender pay gap exists within the Trust

- In spite of the majority of employees within TDET being female, male employees account for one third of the highest-earning roles, as evidenced in the upper middle and upper salary quartiles
- Female employees are five times more likely to hold a lower-quartile role than their male counterparts
- On average, male employees are paid 33% more per hour than females

There are a number of explanations for this disparity:

- Within TDET, and indeed within the Education sector as a whole, the majority of staff are female (75%). This allows for a wider range of potential hourly rates to consider within our analysis
- Female employees are more likely to work on a part-time basis, and particularly on a term-time only basis, which affects the calculation for their hourly rate
- Female employees are also more likely to hold a lower-paid role within the Trust (81% of Q1 roles are held by women)

The data we have reported on is now one-year-old (based on salaries as at 31st March 2018), and in this time TDET has grown in size and evolved, incorporating new policies and practices to enable us to continue to be an attractive and rewarding place to work.

Moving forward, TDET continues to be committed to identifying and removing any possible barriers that exist which prevent a larger proportion of female employees from holding higher-paying roles within our schools.

How does TDET Compare to Others?

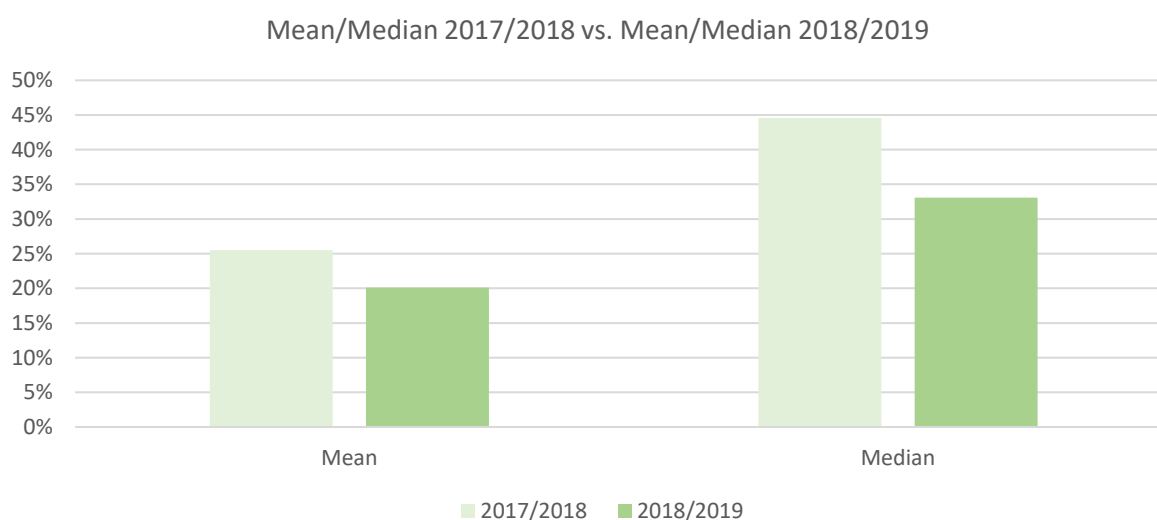
Across the UK, the mean gender pay gap is 17.4% in favour of male employees¹; 78% of employers who published data last year reported a gender pay gap in favour of male employees to some degree.

Within education, the mean gender pay gap is 18.3%, which is 2% lower than TDET's mean gap; we are therefore performing at around the average for our sector, and the UK as a whole.

TDET aspires to be leaders in our sector rather than followers, and our results show that there is still improvement to be made to ensure that we close our gender pay gap, and ultimately continue to recruit and retain the best staff in order to better serve our communities.

Differences from Last Year's Reporting

Compared to the 2017/2018 reporting, TDET's median gender pay gap has decreased by almost 26% (33.1% this year compared to 44.6% last year). The mean gender pay gap has similarly decreased by 21% (25.5% last year compared to 20.1% this year).



Looking at the data from last year's report, it can be observed that the mean and median gender pay gap has decreased for both Teaching and Support staff.

TDET has employed more female staff overall (77% of staff are female in 2018/2019 compared to 75% in 2017/2018). More female staff have been appointed to Q4 roles across the Trust (66% of Q4 roles are held by females in 2018/2019 compared to 63% in 2017/2018).

In addition to this, more male staff have been employed in Q1 and Q2 roles, within Support areas (16% compared with 10% in Q1 Support roles; 20% compared with 14% in Q2 Support roles). Across the Trust, there has been an increase of male staff employed in Q1 roles overall (19% in 2018/2019 compared with 11% in 2017/2018).

Next Steps for TDET

TDET believes that a diverse and inclusive workplace will enable us to better serve our students, staff and the wider community by understanding the differing needs and values that they hold.

¹ Office for National Statistics, *Gender Pay Gap in the UK 2018 Dataset (2017 Data)*. Accessed 25/10/18

As an employer, TDET is already taking steps to address our gender pay gap:

- We offer flexible working to all staff and, if an employee's request is unable to be granted in the first instance, we work with them to come to a solution which is suitable for all parties
- We offer a range of family-friendly policies to enable staff to achieve their ideal work-life balance
- Most staff benefit from term-time working
- External and internal training is available for those who wish to excel in their role and progress in their careers
- Internal career opportunities are offered to promote from within
- Our recruitment process does not allow for gender bias during either the shortlisting or interview stage
- We operate a transparent appraisal and pay review system
- We ensure that female employees returning from maternity leave are not denied progression

Further actions that to be put in place could include:

- Using our gender pay gap data to pinpoint areas for improvement, to inform our strategies for reducing the pay gap within the Trust
- Supporting and attracting female talent, particularly in Leadership roles
- Supporting and attracting those who are returning to work following a career break
- Increasing awareness of shared parental leave to give our female employees greater flexibility when choosing whether to take a career break
- Offering mentoring and peer coaching
- Equipping our current Leadership staff with an increased awareness of potential biases within our recruitment process
- Encouraging salary negotiation for new appointments by showing a salary range on our job adverts rather than a fixed salary
- Continuing to ensure that TDET is an inclusive working environment that takes into account the varying needs of our staff

Conclusions

Overall, TDET's mean gender pay gap is just behind the average for the education sector and for the UK as a whole.

While our pay quartiles do not show an equal distribution of male and female employees, we are proud of the fact that two thirds of our most senior positions across the Trust are held by women.

We value all of our employees equally, and so working to reduce our gender pay gap is a priority to the Trust. We recognise that this is not something that we will be able to achieve quickly; in order to truly make a positive change, we must put effective long-term strategies in place.

We welcome the opportunity to address and debate the findings of our gender pay gap report, and look forward to seeing the ways in which this year's results shape our practices going forward.



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Jodie McDonald
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