

## Thomas Deacon Education Trust

### Gender Pay Gap Reporting 2020/2021

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 2020, meaning the salary information presented is from the pay period 1st March 2020 to 31st March 2020.

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 when they are ordered from lowest to highest
- 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. In addition to fulfilling the statutory requirement by reporting on the above points, we feel that it is beneficial to also report on the following as they have an impact on the overall picture of what TDET's gender pay gap looks like:

- The overall mean and median gender pay gap within the Support staff category, comparing staff with similar working patterns and pay scales to offer a different perspective to our reporting
- The overall mean and median gender pay gap within the Teaching staff category, where roles and pay scales differ to those of Support staff
- The overall mean and median gender pay gaps when reviewing part-time staff and full-time staff separately

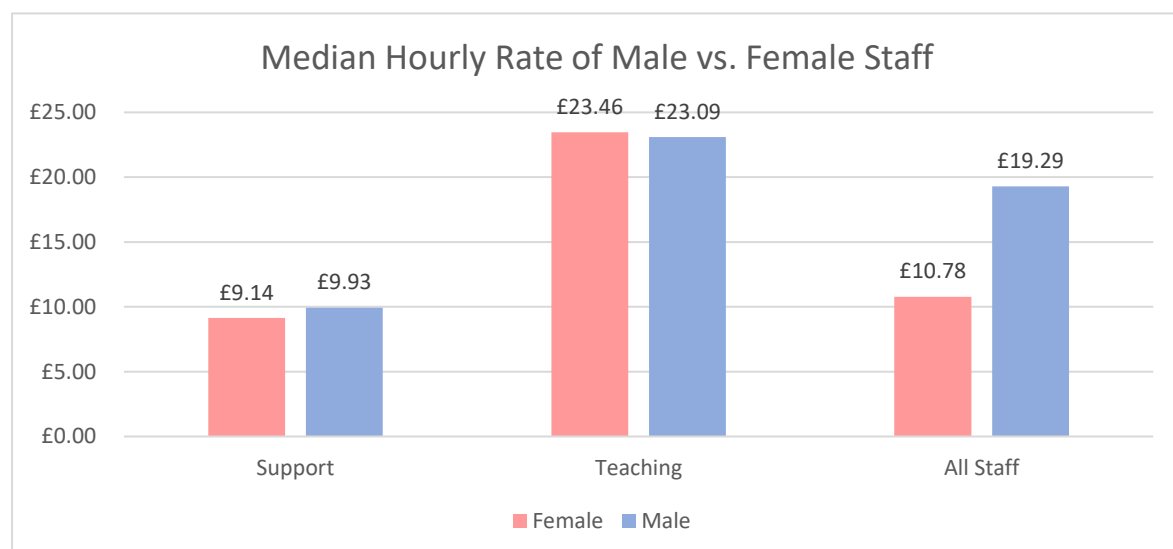
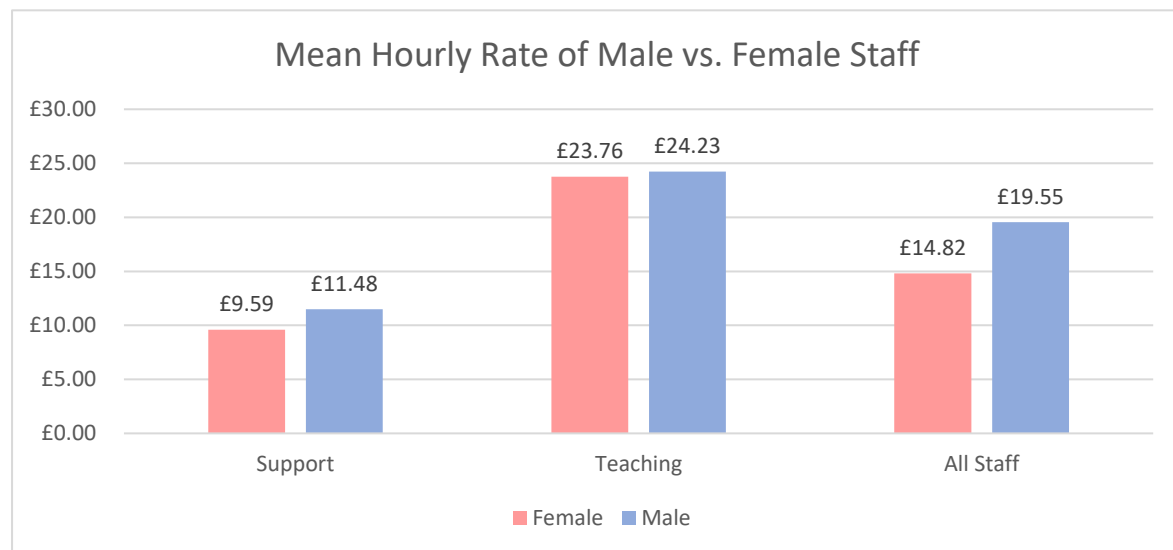
Reporting on these additional points will allow us to understand our gender pay gap in more detail, and understand where changes can be made going forward to reduce the gap.

#### Findings

	<b>All TDET Staff</b>	<b>Support Staff</b>	<b>Teaching Staff</b>
<b>Mean Pay Gap</b>	24%	16%	2%
<b>Median Pay Gap</b>	44%	8%	-2%

Our findings show that, across TDET as a whole, the mean hourly rate for female employees is 24% lower than the mean hourly rate for male employees. The median hourly rate for female employees is 44% lower than the mean hourly rate for male employees.

In monetary terms, the mean hourly rate for female employees is £4.73 less than that of male employees. The median hourly rate for female employees is £8.51 less than that of male employees (see graph below); in other words, female staff earn £0.76 for every £1.00 male staff earn.



Our gender pay gap is the result of the distribution of male and female employees within different roles throughout the Trust, and the salaries that these roles are paid, rather than unfair pay practices.

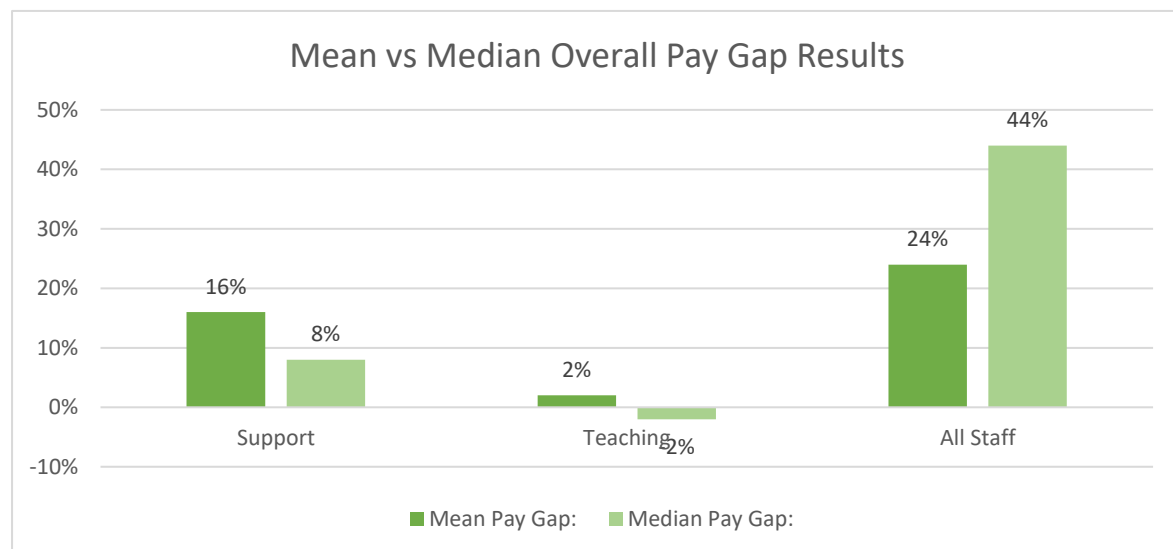
#### Analysis of Mean, Median and Quartile Data

Across all Trust teaching staff there is a negative median pay gap with a difference of -2%, meaning that the median hourly rate for female teaching staff is 2% higher than that of male teaching staff.

Conversely, across all Trust teaching staff the mean pay gap is 2%, meaning that the mean hourly rate for female teaching staff is 2% lower than that of male teaching staff. The mean can be affected by very low or very high hourly rates, whereas the median takes the middle value when arranging all hourly rates in size order, giving a more accurate representation of salaries across the teaching group.

Across all Trust support staff the median pay gap is 8%, meaning that the median hourly rate for female support staff is 8% lower than that of male support staff. The mean pay gap is 16%, meaning that the hourly rate of female support staff is 16% lower than that of male support staff.

The noticeably higher mean pay gap (24%) across all roles within the Trust is understandable when one considers that our data for this year encompasses the hourly rates of 722 members of staff across the whole Trust performing a range of roles, from Apprentices to the Chief Executive, on various types of contract. It is therefore expected that the mean would be skewed by the vast range of hourly rates taken into consideration in our analysis.



Our four pay quartiles show the distribution of male and female employees when their hourly rates are ranked from smallest to largest. As is normal for the education sector, female staff outnumber male staff (overall, 78% of TDET staff are female) which makes our quartiles unbalanced. Trust-wide, only 12% of roles in Q1, the lowest paid quartile, are held by male employees; the same is true of Q2. It can therefore be seen that the overwhelming majority of the lowest paid roles within the Trust are held by women.

Conversely, within Q3 29% of roles are held by men which is roughly in line with the general demographic of the Trust wherein one quarter of the workforce are male. However, within Q4, the highest paid quartile, 35% of roles are held by men, which suggests unbalance when considering that only 22% of Trust staff are male.



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

Q1	Q2	Q3	Q4
Apprentices	HLTAs	Personal Assistants	Heads of Department
Catering Staff	Facilities Officers	Teachers	Lead Practitioners
Administrators	Instructors	Managers	Senior Leadership
Teaching Assistants	Receptionists	TLR Roles	Principals

### Explanation of Findings

Our gender pay gap is the result of the distribution of male and female employees within different roles throughout the Trust, and the salaries that these roles are paid, rather than men and women being paid different salaries for the same work; by law, men and women must receive equal pay for doing the same work or work of equal value. TDET is committed to offering equal opportunities to all employees regardless of sex, race, religion, age, sexual orientation or disability; none of these factors are taken into consideration when hiring for new roles or promoting existing staff.

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.

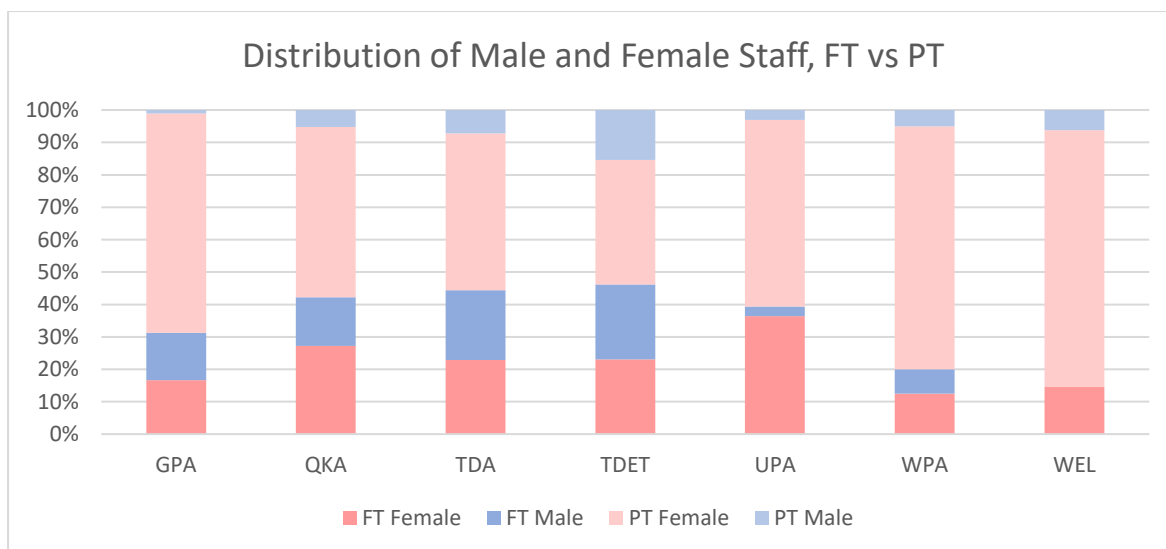
- Male employees hold around one third of the highest-earning roles within the Trust, as evidenced by the upper middle and upper salary quartiles, despite the majority of employees within TDET being female
- Female employees are seven times more likely to hold a lower or lower middle pay quartile role than their male counterparts
- On average, male employees receive a 32% higher hourly rate than female employees

We have identified a number of reasons for this disparity:

- The hourly rates of 722 employees were included within the data for this year; this encompasses both Teaching and Support staff, and a wide range of hourly rates across all job levels
- 78% of staff within the Trust are female; this can also be observed within the Education sector as a whole, in which 80% of school staff nationally are female<sup>1</sup>
- Female employees are more likely to work on a part-time basis (61% of part-time staff within the Trust are female), and particularly on a term-time only basis, which affects the calculation for their hourly rate for gender pay gap reporting purposes
- Part-time staff are more likely to hold a lower or lower middle quartile role within the Trust (76% of staff identified as working part-time fall within either Q1 or Q2). When considering the examples of the types of roles which fall into each quartile (as shown above), Q1 and Q2 roles are more likely to be term-time only, or less than 37 hours per week

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<sup>1</sup> GOV.UK, *School Teacher Workforce* (published 24/09/2018) accessed 25/08/2020  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/620825/SFR25\\_2017\\_MainText.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/620825/SFR25_2017_MainText.pdf)



The data for 2019/2020 includes pay information for staff within the following locations within the Trust:

- Thomas Deacon Academy
- Thomas Deacon Academy Junior
- Queen Katharine Academy (including the Academy Nursery)
- Gladstone Primary Academy (including the Gladstone Preschool)
- TDET Head Office Staff
- Upwood Primary Academy
- Welbourne Primary Academy
- Warboys Primary Academy

This is an increase of two schools compared with our data for last year. Warboys Primary Academy joined the Trust in April 2019 and Welbourne Primary Academy joined the following month; these schools are the second and third smallest schools within TDET respectively. Additionally, across both schools there are only nine male postholders, which impacts on their individual pay gaps significantly, and also impacts on the overall Trust pay gap as a result.

Since this year's data was collected in March 2020, TDET has welcomed another school into the Trust. As we continue to grow, we are reviewing and refining our practices and policies to enable us to continue to be an attractive employer to the highest quality staff. 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?

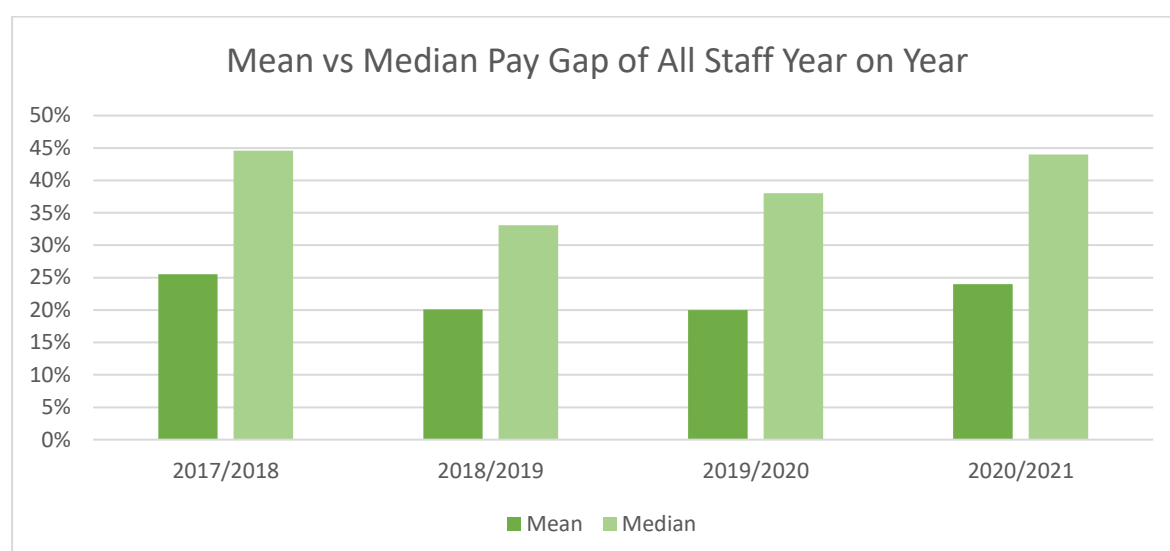
Looking at the UK as a whole, the mean gender pay gap is 17.3% in favour of male employees<sup>2</sup>; 79% of employers who published data in the last year reported a gender pay gap in favour of male employees.

<sup>2</sup> Office for National Statistics, *Gender Pay Gap in the UK 2019*, released 29/10/2019, accessed 08/10/2020

Within the education sector in the UK, the mean gender pay gap is 17%<sup>3</sup>, which is 6% lower than TDET's mean gap. We are therefore performing at below the average for our sector and the UK as a whole this year. When looking at support and teaching staff individually however, our mean gender pay gap for each falls well below the sector and UK-wide results (16% and 2% gender pay gaps respectively).

### Differences from Last Year's Reporting

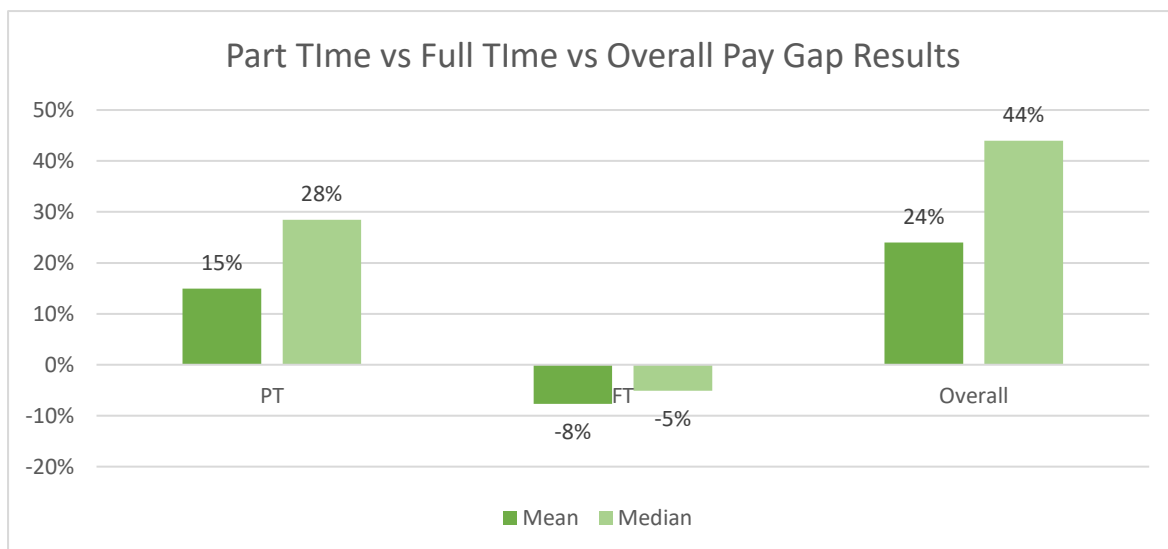
Year on year, TDET's mean gender pay gap is decreasing; between the first year of reporting in 2017/2018 and today, our mean gender pay gap has decreased by 5.5% (25.5% mean gap in 2017/2018 compared to 24% mean gap in 2020/2021).



Compared with our data for last year, TDET's overall mean gender pay gap has increased from 20% to 24%, however this is still a decrease compared with our first year of reporting.

Compared with the 2019/2020 data, the distribution of male and female staff in the full-time category has remained relatively stable (58% female and 42% male this year, compared with 57% female and 43% male last year). The distribution of male and female staff in the part-time category has increased slightly, reflecting that there is now a higher percentage of part-time female staff (91% female and 9% male this year, compared with 89% female and 11% male last year). This is to be expected given that a further two schools joined the Trust this year with relatively few male staff (either part-time or full-time). As a whole, there is a negative mean pay gap within the full-time staff category; in contrast, male employees within the part-time category are paid 15% more than their female counterparts, however this figure is skewed by the fact that there are so few male employees within this category (42 males compared with 401 females).

<sup>3</sup> Office for National Statistics, *Gender Pay Gap 2019 Provisional Dataset*, released 29/10/2019, accessed 08/10/2019



Compared with last year's data, the distribution of male and female staff within the pay quartiles has remained relatively stable; most notably there has been an increase in male Q4 support staff (29% this year compared with 19% last year) and an increase in female Q2 teaching staff (76% this year compared with 57% last year). Overall, however, the total distribution of female and male staff across the Trust remains at 3:1 female to male.

#### 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.

The TDET values and ethos inspire us to strive to close our gender pay gap, and ultimately continue to be an attractive and rewarding employer.

- Trust – *we are honest and supportive* – TDET is transparent with our staff regarding our gender pay gap, and staff feel confident that we are working to reduce our gap further
- Diversity – *we embrace individual differences* – TDET recognises and celebrates our employees as individuals, supporting them to take their chosen career paths regardless of what they may be and the salaries that come with them
- Excellence – *we want the very best and never give up on doing what is right* – TDET endeavours to attract high-performing staff to enable us to continue making a positive impact on the communities we serve
- Transformation – *we work together to make a positive impact* – in order to close our gender pay gap, TDET staff must work collaboratively to guarantee that our recruitment, promotion and development practices are not impacted by conscious or unconscious biases

As an employer, our policies and procedures ensure that all staff, regardless of their gender, are able to maintain their desired work-life balance and achieve their full potential:

- We offer flexible working to all staff and, if an employee's request cannot be granted in the first instance, we work with them to come to a solution which is suitable for all parties
- Most staff benefit from term-time working
- External and internal training is available for those who wish to grow and progress in their careers
- Internal career opportunities are offered across the Trust to promote from within

- We operate a transparent appraisal and pay review system. Additionally, the rigid nationalised Teachers' Pay Scales (which are based on length of service) level the playing field for male and female Teaching staff
- We ensure that employees returning from maternity leave or shared parental leave are not denied progression

Furthermore, our recruitment process does not allow for gender bias during either the shortlisting or interview stage. The aim of our recruitment policy continues to be to ensure the best candidate for the job is the one who is appointed, regardless of their gender or any other characteristics; we do not believe in appointing people in order to tick a box or make up numbers.

The focus of the Trust's People Strategy for the coming years is increasing employee engagement and enablement, and a large part of the changes implemented will support our aim to decrease our Gender Pay Gap. Some of the key areas include:

- Implement a robust succession planning strategy
- Demonstrate clear career pathways so that all staff understand the opportunities available to them and how to take them
- Improve our continuous learning programme for all staff, which includes a focus on leadership capability
- Implement a focused wellbeing plan for all Trust staff

We look forward to being able to report on the initial impact of our People Strategy once fully implemented.

### Conclusions

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

In spite of this, two-thirds of the most senior roles across the Trust are held by female staff. The overall distribution of female to male staff within TDET is 3:1.

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 which may not show immediate results. Our ongoing People Strategy will enable us to continue to recruit and retain the highest calibre staff, regardless of their gender.

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.

Julie Taylor  
**Chief Executive**

Jodie McDonald  
**Head of HR & OD**