

Thomas Deacon Education Trust

Gender Pay Gap Reporting 2019/2020

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 2019, meaning the salary information presented is from the pay period 1st March 2019 to 31st March 2019.

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. 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 by job type and within the Trust as a whole to enable us to truly understand where changes need to be made going forward.

Findings

	Support Staff	Teaching Staff	All TDET Staff
Mean Pay Gap	11.0%	0.5%	20.0%
Median Pay Gap	-1.0%	-3.3%	38.0%

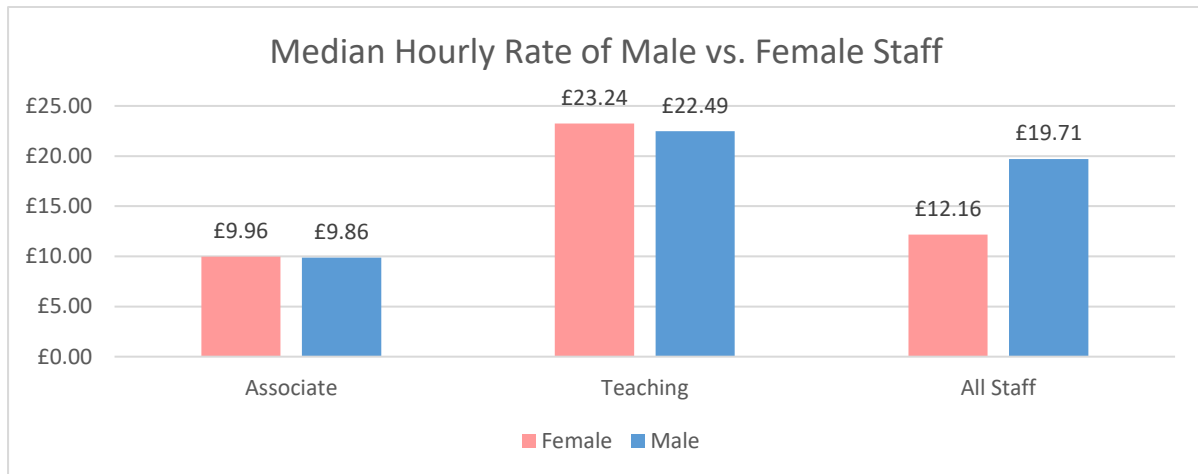
Our findings show that, across TDET as a whole, the mean hourly rate for female employees is 20% lower than the mean hourly rate for male employees. The median hourly rate for female employees is 38% lower than the mean hourly rate for male employees.

In monetary terms, the mean hourly rate for female employees is £3.83 less than that of male employees. The median hourly rate for female employees is £7.55 less than that of male employees (see graph below); in other words, female staff earn £0.62 for every £1.00 male staff earn.

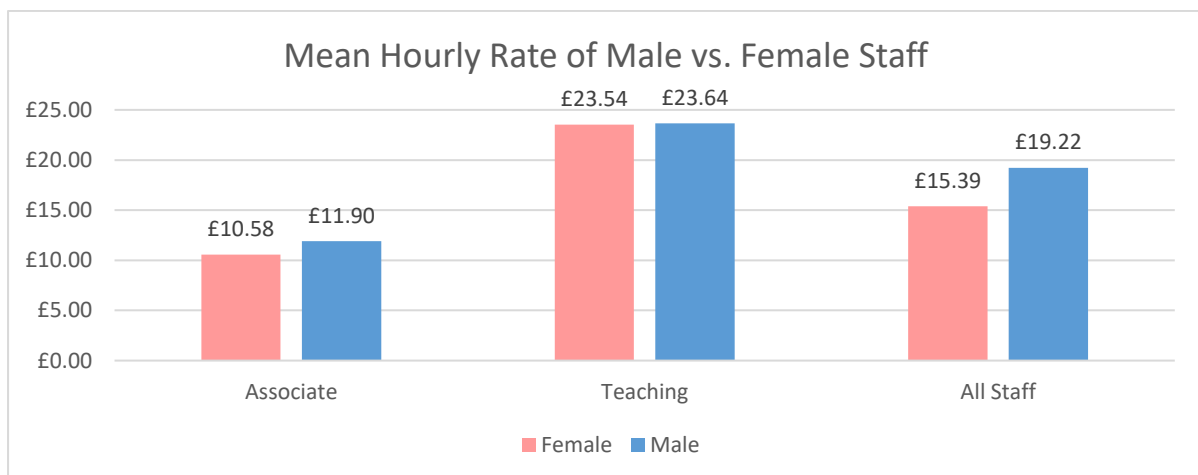
Our gender pay gap is the result of the distribution of male and female employees within different roles throughout the Trust, and the salaries that these roles are paid, rather than unfair pay practices.

Analysis of Mean, Median and Quartile Data

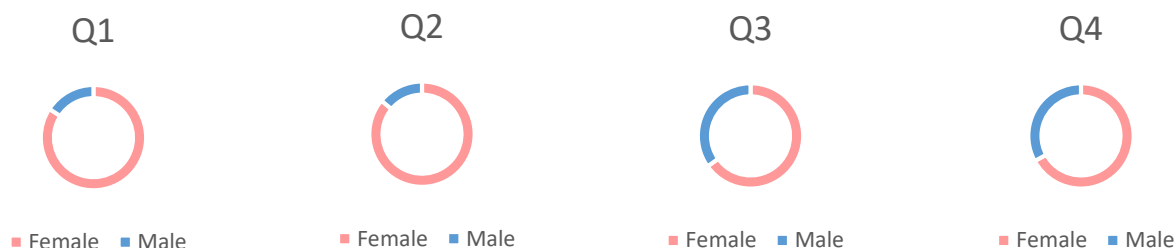
In terms of our actual gender pay gap, the results are overwhelmingly positive. Across all Trust teaching staff, there is a negative median pay gap (a difference of -3.3%, meaning that the median hourly rate for female employees is 3.3% higher than that of male employees). Across all Trust support staff, there is a negative median pay gap of -1.0%, meaning that female support staff within TDET are paid a higher median hourly rate than male staff.



When comparing the mean hourly rates of all Trust staff, there is a noticeable difference; however, this is understandable when one considers that our data for 2019 encompasses the pay for 631 members of staff across the whole of the Trust, from apprentices up to CEO level, and on various types of contracts. It is therefore expected that such a wide range of salaries would skew the mean hourly rates.



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 (overall, 75% of TDET staff are female). Within Q1, the lowest paid quartile, only one sixth of roles are held by male employees and in Q2 only one seventh of roles are held by male employees; it can therefore be observed that the overwhelming majority of postholders in the lowest paid roles within the Trust are held by women. Conversely, within Q3 and Q4, one third of the roles are held by men despite that fact that three quarters of staff employed by TDET are female.



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.

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.

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.

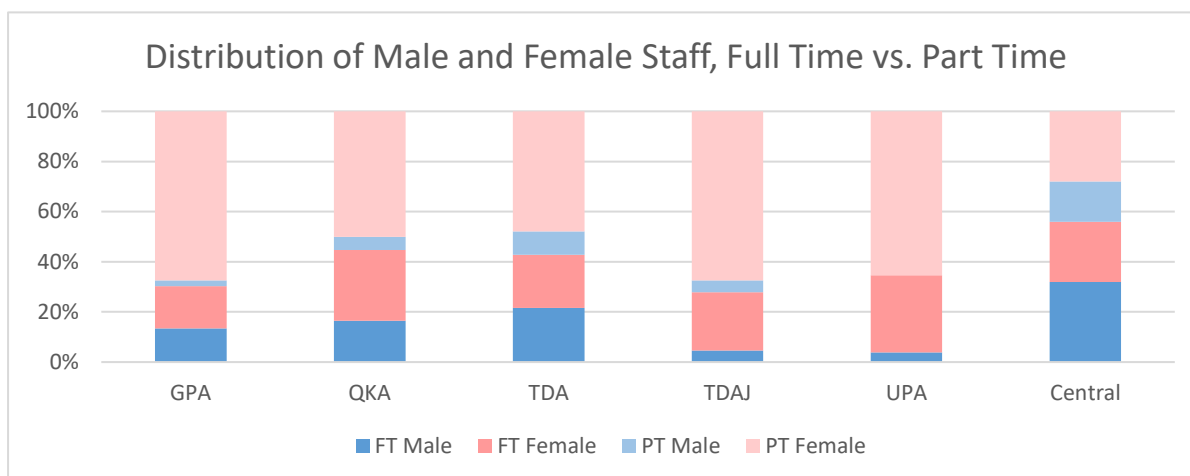
- Male employees hold one third of the highest-earning roles within the Trust, as evidenced by the upper middle and upper salary quartiles, despite the majority of employees within TDET being female
- Female employees are six times more likely to hold a lower pay quartile role than their male counterparts; female employees are also seven times more likely to hold a lower-middle pay quartile role
- On average, male employees receive a 33% higher hourly rate than female employees

There are a number of reasons for this disparity:

- Within TDET, and indeed within the Education sector as a whole, the majority of staff are female (75% within the Trust and nationally¹). 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. See the below graph for a breakdown of how full-time and part-time staff compare across the Trust

¹ GOV.UK, *School Teacher Workforce* (published 24/09/2018) accessed 31/07/2019 <https://www.ethnicity-facts-figures.service.gov.uk/workforce-and-business/workforce-diversity/school-teacher-workforce/latest#by-ethnicity-and-gender>

- Female employees are also more likely to hold a lower-paid role within the Trust (84% of Q1 roles are held by women); examples of the types of roles which fall into each quartile are shown above



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
- Gladstone Primary Academy
- TDET Central Staff
- Upwood Primary Academy

Upwood Primary Academy joined the Trust in September 2018 and comparatively is a much smaller school than any of the other schools within TDET; additionally, within the whole of the school there is only one male employee, which has skewed their pay gap quite significantly.

In the year that has passed since the data was collected (our data is based on salaries as at 31st March 2019), TDET has continued to grow, welcoming two further schools into the Trust since this date. We have also reviewed our policies and practices to enable us to continue to recruit and retain the best 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?

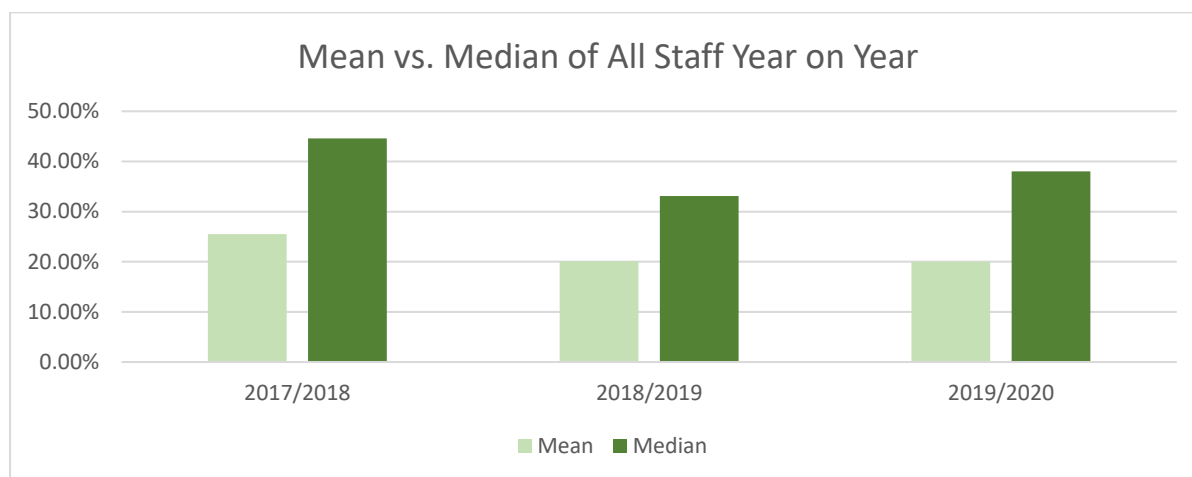
Across the UK, the mean gender pay gap is 17.1% in favour of male employees²; 77% of employers who published data last year reported a gender pay gap in favour of male employees.

Within the education sector as a whole, the mean gender pay gap is 18.3%, which is 1.7% lower than TDET's mean gap; we are therefore performing at around the average for our sector, and the UK as a whole.

² Office for National Statistics, *Gender Pay Gap in the UK 2019 Dataset (2018 Data)*. Accessed 31/07/2019

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 21.6% (25.5% mean gap in 2017/2018 compared to 20.0% mean gap in 2019/2020).



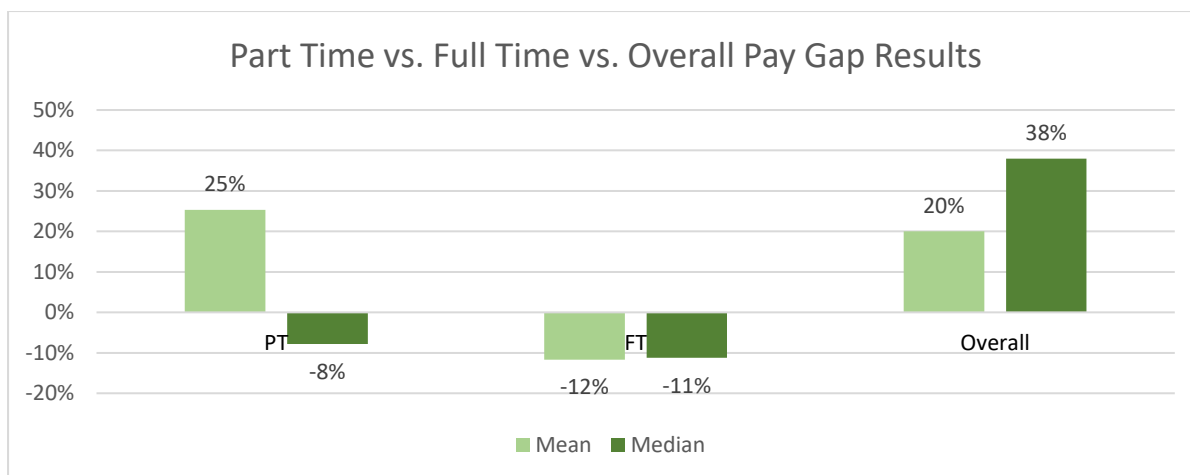
For the year 2019/2020, TDET's overall median gender pay gap has increased compared to last year; there is however a decrease of 14.8% compared to the first year of reporting (44.6% median gap in 2017/2018 compared to 38.0% gap in 2019/2020).

The median value can be misrepresentative as it does not take into account the numbers of employees within each gender group; overall within TDET, female employees outnumber male employees by 3:1. When we are looking at individual hourly rates for staff, we are comparing 477 female members of staff with only 154 male members of staff.

Furthermore, when looking at the overall data, it doesn't take into account the different contract types we have across the Trust. For example, when we only look at full-time staff within TDET (full-time being 37 hours per week, across 52 weeks of the year), the mean hourly rate of female staff is 12% higher than that of male staff; the median hourly rate of female staff is 11% higher.

The discrepancy comes when we try to do one calculation for both full-time and part-time staff; as we have already stated, the average TDET employee is a female working part-time (either less than 37 hours per week, term time only, or both). When we calculate the pay gap only for part-time staff, the results show that the mean hourly rate for male staff is 25% higher than female staff, and the median hourly rate for male staff is 8% lower than female staff.

This can be explained by considering the distribution of our female staff – in order to calculate the median hourly rate of our employees, they must be split by gender and then their hourly rates must be ordered from lowest to highest; the value in the middle of the range for each group is then taken as the median hourly rate. When considering where these median hourly rates fall into the pay quartiles, the median hourly rate for women falls into the lower-middle quartile, whereas the median hourly rate for men falls in the upper-middle quartile.



When the data is broken down into Support and Teaching staff categories, the median pay gap is -1.0% for Support staff and -3.3% for Teaching staff; on both counts, female staff are actually paid a higher median hourly rate compared to their male counterparts. The median pay for both Support and Teaching staff has decreased compared to last year's data (-0.8% for Support staff versus 0.0% for Teaching staff).

Compared with 2017/2018, the distribution of male and female staff within the pay quartiles has remained relatively stable; most notably there has been a small increase in male Q1 Support staff (18% this year compared with 16% last year) and an increase of female Q4 Teaching staff to 71% (up from 68% 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, many of 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 female employees returning from maternity 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 next year 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 next year.

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.

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