

Thomas Deacon Education Trust
Gender Pay Gap Reporting 2021/2022

As an employer with more than 250 employees . Thomas Deacon Education Trust 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 2021, meaning the salary information presented is from the pay period 1st March 2021 to 31st March 2021.

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 from 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.

We believe that men and women are paid equally for doing equivalent jobs across the Trust. We use pay scales based on School Teachers Pay & Conditions Document for teachers and academy based leaders. For support staff, we have a central policy aligned to the pay scales set by the NJC.

Data used

As a snapshot date (31 March 2022) there were 791 full-pay relevant employee, of which 20.99% were male and 79.01% were female.

Findings

	ALL TDET staff	Support staff	Teaching staff
Mean Pay Gap	21.6%	5.47%	8.2%
Median Pay Gap	34.1%	-1.82%	3.56%

Our findings show that, across TDET as a whole, the mean hourly rate for female employees is 21.6% lower than the mean hourly rate for male employees. The median hourly rate for female employees is 31.4% lower than the median hourly rate for male employees.

In monetary terms, the mean hourly rate for female employees is £4.49 less than that of a male employee. The median hourly rate for female employees is £6.88 less than that of male employees; in other words female staff earn £0.78 for every £21.00 male staff earn.

The positive is that this has decreased from last years findings of a 24% mean pay gap and 44% median pay gap.

Proportion of males and females in each pay quartile:

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	14.14%	13.13%	20.71%	36%
Female	85.86%	86.87%	79.29%	64%

Females are the dominant workforce across all four of the pay quartiles.

Females make up 79.29% and 64% of the upper middle and upper quartiles respectively, demonstrating our commitment to ensuring a healthy representation of females in middle and senior leadership roles.

Bonus payments

0% of women and 0% of men received bonus payments. As there were no bonuses paid there is no difference in bonus pay

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.

As a trust we believe that the pay gap is predominantly due to a larger proportion of females than males within the lower and lower middle quartiles. It should be noted that whilst we encourage males to apply for roles that fall within the lower pay quartiles, many of these remain stereotypically attractive to a larger number of female applicants.

The data for 2021/2022 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
- Richard Barnes Academy

Differences from First 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 15.29% (25.5% mean gap in 2017/2018 compared to 21.6% mean gap in 2021/2022).

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

Conclusions

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.