

TDET Gender Pay Gap Report 2023

At TDET we are proud to be an organisation that makes a difference. From nurturing our young people to learn and grow to ensuring all our employees have opportunities to develop and progress, our ethos is to positively benefit the communities we represent.

We have spent the last year ensuring that our values, trust, diversity, excellence and transformation, are embedded in the heart of everything we do. These values are crucial to the Trust, as they ensure we build inclusive and diverse teams to be proud of and allow each colleague to be their authentic self, achieving their full potential with the support of their colleagues and the wider organisation.

As is common in our industry, females represent the majority of the workforce. Of the 750 colleagues in the report from across our academies and central teams, 20.53% are male and 79.47% are female.

What is the gender pay gap?

The Gender Pay Gap is a very high-level calculation that expresses the difference in the hourly rate of pay between men and women as a percentage of female pay. The Gender Pay Gap can be driven by a whole array of different factors, but crucially in many organisations, this is often driven by a lack of women in senior positions within an organisation.

We believe that men and women are paid equally for doing equivalent jobs across the Trust. We use paycales 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.

To calculate Gender Pay Gap statistics, TDET has followed the set of calculation methods set out by the Government Equalities Office to report our median and mean (average) hourly pay, bonus pay gaps and to explain the distribution of males and females across all pay quartiles

The 'median' is the middle number in a sorted list of numbers. To determine the median value in a sequence of numbers, the numbers must first be sorted, or arranged, in value order from lowest to highest or highest to lowest. The median is the statistic typically referred to when referring to the Gender Pay Gap.

The 'mean' is calculated by adding together all the numbers in a sequence and then dividing that number by how many numbers there are. For example, to calculate the female mean Gender Pay Gap we have added up the hourly rates of all in-scope female colleagues, and then divided that by the number of in-scope female colleagues. This is commonly called an 'average' and is not often used when referring to the Gender Pay Gap.

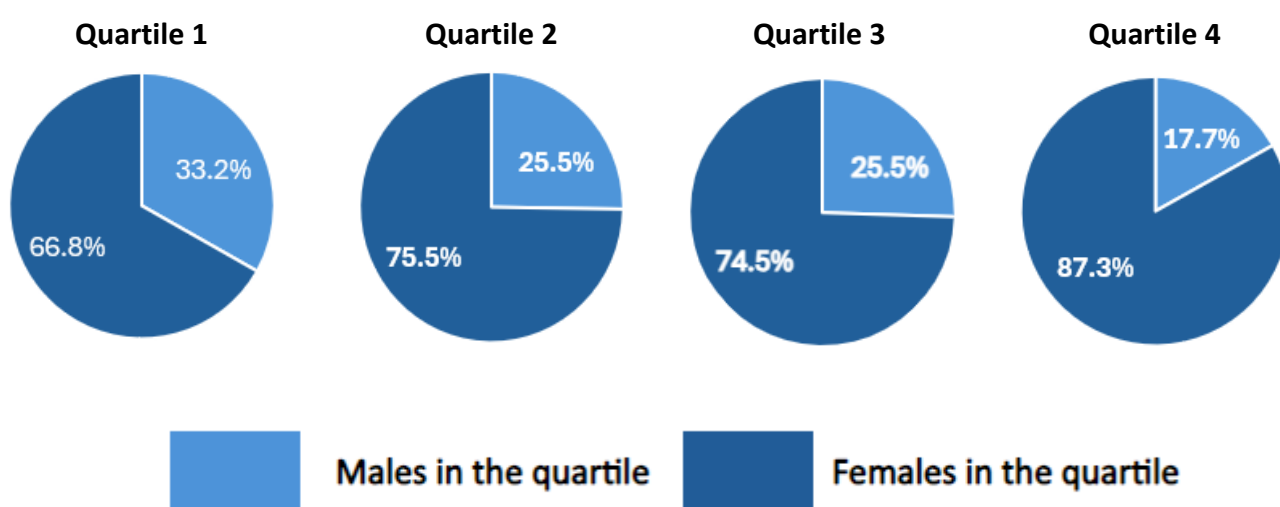
We publish information regarding our gender pay gap on an annual basis, and the information is based on a snapshot date of 31 March each year, as per national requirements. This report summarises the key findings of the report.

Our numbers

Our findings show that, across TDET as a whole, the mean hourly rate for female employees is 20.8% lower than the mean hourly rate for male employees. The median hourly rate for female employees is 28.33% lower than the median hourly rate for male employees.

Whilst these figures are some distance away from the Office for National Statistics (ONS) figure of c.15% (based on all sectors), they are representative of the education sector.

	Gender Pay Gap
Median	28.33%
Mean	20.80%



The information shows the percentage of males and females in each pay quartile.

Females make up the majority of the workforce across all four of the pay quartiles.

Females make up 66.8% and 75.5% of the quartile 1 and quartile 2 respectively, demonstrating our commitment to ensuring a healthy representation of females in middle and senior leadership roles.

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.

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.

Commitments

Nationally, guidance to address the gender pay gap includes the following activities:

- Include women in recruitment processes (e.g. shortlisting, interviews)
- Use skill-based assessment tasks in recruitment, rather than simply relying on interviews
- Interviews to be structured
- Encourage women to negotiate their starting salary
- Ensure promotion, pay and reward processes are transparent
- Appoint diversity managers/task forces
- Improve workplace flexibility for men and women
- Offer mentoring and support, and networking opportunities
- Establish targets to improve the gender pay gap
- Deliver unconscious bias training and diversity training
- Review leadership development training to ensure it is inclusive
- Encourage diverse selection panels for recruitment

As our organisation employs more women than men, our recruitment processes already include a range of women. We already used skill-based assessments, and structured interviews with technical and competency-based questions.

For support roles we have progressive pay scales, our Pay Policy encourages new starters to commence on the first point at which they would receive a pay rise however we could be more flexible and place a new starter on the pay point that better reflects their previous experience and skills and knowledge.

We have a flexible working policy and approach, which means that our adverts include part-time/full-time contracts and encourage potential candidates to talk to us about flexible working. Our policies and procedures are aligned to this approach.

We encourage our staff to undertake qualifications and professional development in a number of ways, including the apprenticeship route, and this is something that we intend to review and enhance over the next 12 months to encourage more non-teaching professional development.

We will continue to review our workforce data (e.g. age/gender profiles) and ensure our People Strategy focus (e.g. equality, diversity and inclusion and employer of choice) align. Our aspiration is to reduce our gender pay gap and maintain an inclusive culture for all staff. Work underway at the moment includes the following:

- Review of non-teaching pay development opportunities and career pathways.
- Our new Recruitment Co-ordinator has a focus on ensuring all recruitment activity is inclusive, free from unconscious bias, creative and effective.
- Focus on EDI training and development for all recruiting and line managers
- Review of leadership development training.

Scott Hudson
Chief Executive