



Gender Pay Gap Report - 30th March 2018

Snapshot date: 31st March 2017

Under new laws, welcomed by Thinking Schools Academy Trust we are required to publish an annual gender pay gap report.

The gender pay gap gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

This report is for the snapshot date of 31st March 2017.

The Mean Gender Pay Gap in Hourly Pay	22.08%
The Median Gender Pay Gap in Hourly Pay	33.52%
The Mean Bonus Gender Pay Gap	1.94%
The Median Bonus Gender Pay Gap	49.53%

The Proportion of Males and Females Receiving a Bonus Payment	Males	Females
	0.51%	0.88%

Pay Quartiles by gender

Your Proportion of Males and Females in Each Quartile Band -	Males	Females
Upper Quartile	33.99%	66.01%
Upper Middle Quartile	24.18%	75.82%
Lower Middle Quartile	24.18%	75.82%
Lower Quartile	9.74%	90.26%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 Gender Pay Gap Information Regulation 2017 and the ACAS Guidance Managing the Gender Pay Gap.

What are the underlying causes of our gender pay gap?

Under the law, men and women must receive equal pay for:

- The same or broadly similar work
- Work rated as equivalent under a job evaluation scheme or
- Work of equal value

Thinking Schools Academy Trust are committed to the principal of equal opportunities and equal treatment for all employees.

We are confident that the gender pay gap does not stem from paying men and women differently for the same equivalent work.

Rather our gender pay gap is the result of the roles in which men and women work within the Trust and the salaries that these roles attract for example roles such as cleaners and midday meal supervisors in the vast majority of cases are held by females and these roles typically sit at one of our lower pay ranges, which is highlighted in the quartile banding above. This would therefore have an influence on our gender pay gap.

It should be noted that when calculating the gender pay gap within education, teacher's terms and conditions and term time only workers have an impact on the overall gender pay gap.

Due to the way term time only salaries are calculated, they are paid in 1/12s but work far more than 1/12 of their annual hours in March, this impacts their hourly rate of pay when using the gender pay gap calculation. We have used the recommend calculation for term time only staff provided by the Government in the ACAS guidance. This has allowed us to calculate the most accurate average hourly rate of pay for term time only staff.

Under the gender pay reporting calculation teacher's average hourly rate has to be calculated on 32.5 hours per week compared to 37 hours per week for their counter parts. So for example a female teacher who is on the same annual salary as a male full time, all year round support staff has an average hourly rate of approximately £10 less.

We had one male member of staff who received a bonus of approximately £1200 and six female members of staff who received a bonus of an average of £600.

How does our pay gap compare to others?

Our mean average gender pay gap is 33.52%. The national average gender pay gap is 18% and the national average gender pay gap in the education sector is 26%. Our gender pay gap is higher than the national average and the national average within the education sector.

However our gender pay gap is similar or lower to a majority of educational establishments within Medway, Kent and Portsmouth, whilst there are some that have a reported a lower gender pay gap, the majority have a higher gender pay gap.

TRUST	Median Pay Gap
TKAT	33%
Kent Coastal Academy Trust	30.5%
Kent Catholic Partnership	53%
Swale Academy Trust	53.9%
Chichester	32%
ARK	18%
Tennax	53.9%
Harris	41.5%
Leigh	15%

A breakdown of our Gender pay gap

Our workforce is predominately (82%) of females, the majority of who occupy lower paid roles.

Further analysis of the data shows that the male midpoint employee is paid £27,396 (Premises Manager) and the female midpoint employee is paid £14,892 (Specialist Teaching Assistant).

Our lower quartile of staff are made up of cleaners, midday meal supervisors and catering staff.

Within this lower quartile there are 82 cleaners only 3 of which are male members of staff. There are 57 lunchtime or midday meal supervisors all of whom are female.

Out of the 10 highest paid roles within the Trust 6 of these posts are occupied by women and 4 by men.

Gender pay Gap broken down by teaching and support staff

To follow

Geographical differences

Unfortunately it is not possible to breakdown gender pay gap by geographical area, this would not be a true reflection of our Trust and the result would be skewed based on where the executive team sat, Portsmouth or Medway.

What are we doing?

We are committed to equality of opportunity in recruitment, development, progression and reward of our employees, and we value diversity.

To ensure that we are working to minimise the pay gap where possible (noting societal factors beyond our control) we will:

- Continue to ensure that decisions made in relation to recruitment, development, pay progression and bonus pay can be evidenced against clearly defined criteria.
- Continue to promote family-friendly and flexible-working opportunities to both genders.
- Continue to review and embed our Equality policy in to everything we do
- Continue to review and publish gender pay gap statistics

Future Action

If it is felt necessary further actions that could be taken include;

- Carry out an Equal Pay audit.
- Offer training for leaders to ensure equality and diversity is being applied in all areas of recruitment, development, pay progression and bonuses.