



Gender Pay Gap Report – 31th March 2023

Snapshot date: 31st March 2022

Under 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 2022.

The Mean Gender Pay Gap in Hourly Pay	21.04%
The Median Gender Pay Gap in Hourly Pay	30.94%
The Mean Bonus Gender Pay Gap	28.37%
The Median Bonus Gender Pay Gap	34.39%

The Proportion of Males and Females Receiving a Bonus Payment

Males	Females
0.92%	0.92%

Pay Quartiles by gender

The Proportion of Males and Females in Each Quartile Band

	Males	Females
Upper Quartile	29.86	70.14
Upper Middle Quartile	28.93	71.07
Lower Middle Quartile	12.92	85.67
Lower Quartile	20.22	78.65

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 Teaching Assistants 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.

We had 14 members of staff in total receive a bonus payment. 11 were female, with bonus payment ranging from £620.16 to £1,348.98. 3 were male, with bonus payments ranging from £1045.08 to £1,526.73

How does our gender pay gap compare to last year?

We have seen a slight decrease in our gender pay gap compared to last year. There has been a significant decrease in the bonus gender pay gap. This reflects that in 2021 performance management was suspended as a result of Covid. Meaning only 1 historic bonus payment was paid. In 2022, performance management was reinstated, resulting in an increase in bonus payments.

How does our pay gap compare to others?

Our median average gender pay gap is 30.94%. The national average gender pay gap is 9.8% and the national average gender pay gap in the education sector is 29.4% (according to the LGA), an increase compared to last year. Our gender pay gap is higher than the national average. But similar to the national average within the education sector.

Our gender pay gap is also of a similar size to other, comparable multi-academy trusts with Medway, Kent, Portsmouth and Devon. With half of Trusts having a similar or larger gender pay gap.

TRUST Median Pay Gap 2021 / Median Pay Gap 2022

Trust	Median Pay Gap 2021	Median Pay Gap 2022
TKAT	27.5%	30%
Kent Coastal Academy Trust	58.9%	48.6%
Swale Academy Trust	52.2%	41.3%
Chichester	26.9%	36.8%

ARK	12.3%	13%
Tenax	59.6%	21.9%
Harris	13.5%	13.7%
Leigh	15.1%	22.8%
Greenshaw	32.2%	37.4%

A breakdown of our Gender pay gap

Our workforce is predominately (77%) female, the majority of who occupy lower paid roles.

Further analysis of the data shows that the male midpoint employee is paid £35,805 (Classroom Teacher) and the female midpoint employee is paid £29,969 (Classroom Teacher).

Our lower quartile of staff is made up of midday meal supervisors and Teaching Assistants.

Within this lower quartile there are 109 lunchtime or midday meal supervisors only 11 of whom are male. There are 203 Teaching Assistants of whom only 25 are male.

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

It should be noted that the Trust leadership team, as at the snapshot date, is predominately female, with 3 women on the Trust Executive Team (out of 7) and 3 women in the central Senior Leadership team (out of 9).

Of the 17 Schools across the Trust, 13 have a female Headteacher or Head of School, and 4 have male Headteachers in post.

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.