



Gender Pay Gap Report - 30th March 2019

Snapshot date: 31st March 2018

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 2018.

The Mean Gender Pay Gap in Hourly Pay	24.55%
The Median Gender Pay Gap in Hourly Pay	37.56%
The Mean Bonus Gender Pay Gap	14.79 %
The Median Bonus Gender Pay Gap	3.33%

The Proportion of Males and Females Receiving a Bonus Payment	Males	Females
	3.66%	0.66%

Pay Quartiles by gender

Your Proportion of Males and Females in Each Quartile Band -	Males	Females
Upper Quartile	32.87%	67.13%
Upper Middle Quartile	28.44%	71.56%
Lower Middle Quartile	20.35%	79.65%
Lower Quartile	7.87%	92.13%

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.

We had 13 members of staff in total receive a bonus payment; 8 male members of staff who received a bonus and 5 female members of staff who received a bonus. Female bonuses ranged from £616 to £2200 and males bonuses ranged from £972 to £3100.

How does our gender pay gap compare to last year?

We have seen an increase in our gender pay gap, as have over 100 other organisations. We believe that the increase in our gap is as result of our Trust growing and the number of schools we had at the snapshot date of March 2017 which was 13 compared to the number of Schools at the snapshot date of March 2018 which was 17.

How does our pay gap compare to others?

Our mean average gender pay gap is 37.56%. 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 2018	Median Pay Gap 2019
TKAT	33%	36.8%
Kent Coastal Academy Trust	30.5%	42.7%
Kent Catholic Partnership	53%	54%
Swale Academy Trust	53.9%	47.9%
Chichester	32%	51.9%

ARK	18%	20%
Tennax	53.9%	23.7%
Harris	41.5%	13.4%
Leigh	15%	15.4%

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 £23,05.67 (Site Manager) and the female midpoint employee is paid £1385,42 (Teaching Assistant).

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

Within this lower quartile there are 39 cleaners only 2 of which are male members of staff. There are 65 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.

It should be noted that the Trust leadership team is predominately female, with 4 women on the Trust Executive Team and 3 women in the central Senior Leadership team. All of the Schools across the Trust have a female Headteacher or Head of School apart from 3 where we 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.