

2023 Gender Pay Gap Reporting

The Thinking Schools Academy Trust continues to operate as an equal opportunities employer and does not discriminate in any way (as defined in the Equality Act 2010 and other relevant legislation).

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 2023.

The Mean Gender Pay Gap in Hourly Pay 21.29%

The Median Gender Pay Gap in Hourly Pay 31.52%

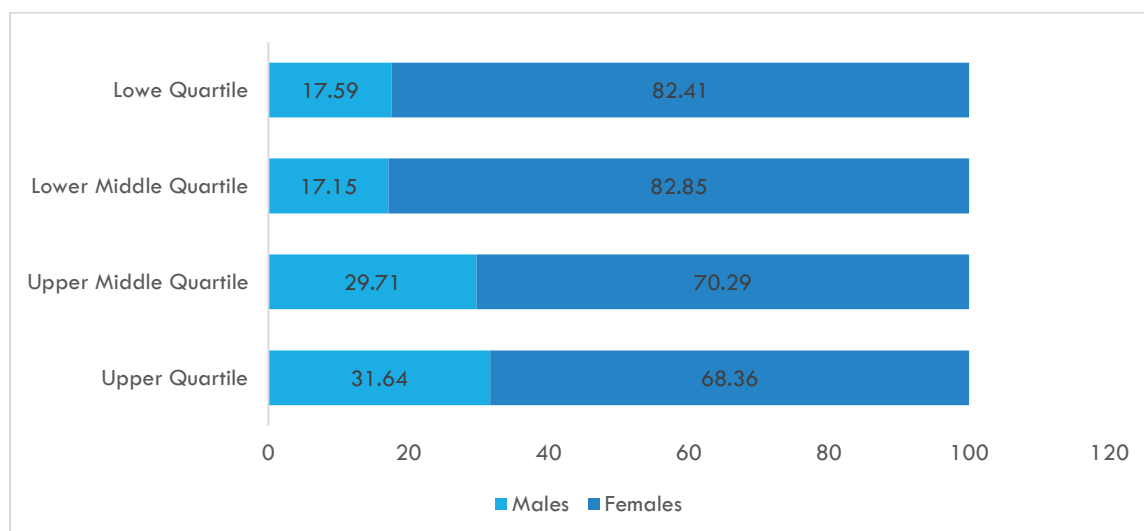
The Mean Bonus Gender Pay Gap 60.74%

The Median Bonus Gender Pay Gap 81.31%

The Proportion of Males and Females Receiving a Bonus Payment

Male	Female
1.26%	1.51%

The Proportion of male and female colleagues in each pay quartile



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

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 43 members of staff in total receive a bonus payment. 36 were female, with bonus payment ranging from £202.51 to £1,955.07. 7 were male, with bonus payments ranging from £300 to £1,685.19

25 female staff received a bonus of £500 or less, compared to 3 male staff.

The number of bonuses has increased from 14 in the previous year. This is due to the launch of an internal recognition scheme and the implementation of a new performance related pay framework.

How does our gender pay gap compare to last year?

We have seen a very slight increase in our gender pay gap of less than 1%, compared to last year. There has been a significant increase in the bonus gender pay gap. This reflects expansion of the recognition scheme.

The number of female employees who received bonus is far higher than the number of men. However, the number of female employees receiving lower bonus's has decreased the overall average of female bonus pay when compared to men.

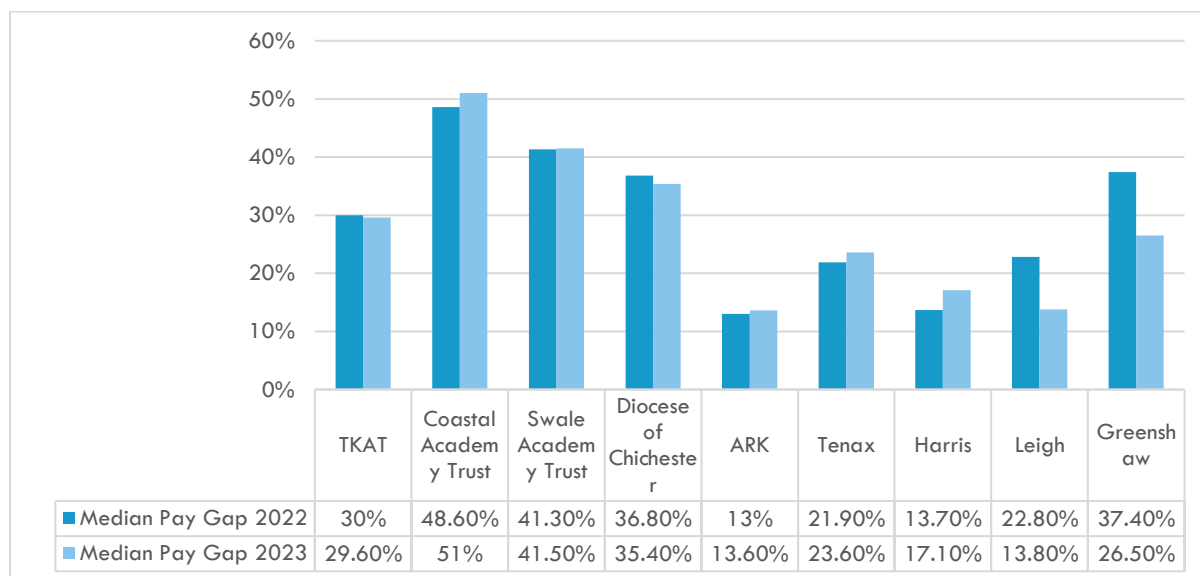
How does our pay gap compare to others?

Our median average gender pay gap is 31.52%. The national average gender pay gap is 14.3% (according to the ONS) and the national average gender pay gap in the education sector is 27.6% (according to the LGA) an increase compared to last year.

Our gender pay gap is higher than the national average however it is 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.

Median Pay Gap 2022 / Median Pay Gap 2023



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 £40,576 (Classroom Teacher) and the female midpoint employee is paid £28,832 (Community Liaison Officer).

Our lower quartile of staff is made up of midday meal supervisors and teaching assistants.

Within this lower quartile there are 61 lunchtime or midday meal supervisors only 2 of whom are male also there are 247 Teaching Assistants of whom only 24 are male.

Out of the 10 highest paid roles within the Trust 5 of these posts are occupied by women and 5 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 21 Schools across the Trust, 12 have a female Headteacher or Head of School, and 9 have male Headteachers in post.

How are we supporting gender equality in the Trust?

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.

Some of the additional areas that the Trust are currently reviewing include:

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