

Trent Academies Group Gender Pay Gap Report

March 2017



From 6th April 2017 Employers with 250 or more employees have been required by law to publish various figures to demonstrate the pay gap between male and female employees.

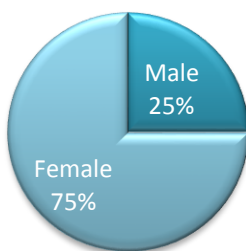
Pay Gap

Difference Between Male and Female Employees		
	Mean	Median
Hourly Rate of Pay	18.20%	14.70%
Bonus Pay	N/A	N/A

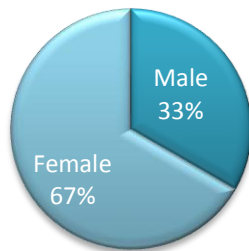
This table shows Trent Academies Group mean and median Gender Pay Gap based on hourly rates of pay at the snapshot date (5th April 2017).

Pay Quartile

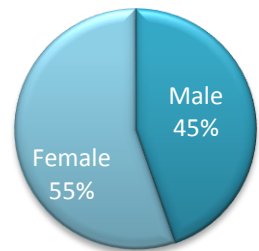
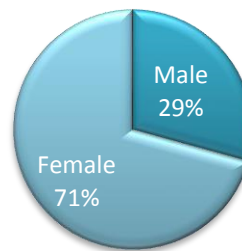
Lower Quartile



Lower Middle Quartile
Upper Quartile



Upper Middle Quartile



The above graphs illustrate the gender distribution at Trent Academies Group across four equally sized quartiles each containing 123 employees.

Commentary

This report covers employees of Trent Academies Group based at Rushcliffe School, Farnborough Academy and Arnold Hill Academy. TAG central employees are included in the Rushcliffe figures.

In April 2017, the government introduced new gender pay gap legislation which required all employers with 250 or more employees to start publishing their gender pay gap on their own website and via a government portal. The snapshot date for relevant employees was 31st March 2017.

For the purposes of the Regulations, the definition of employee includes anyone based in Great Britain and employed under a contract of employment, a contract of apprenticeship or a contract personally to do work (i.e. a worker) This is a relatively broad definition and likely to include some consultants as well as workers on zero-hours contracts.

The Regulations require Trent Academies Group to report on the All data was captured from existing HR/Payroll records as of the snapshot date of 31st March 2017: **What is a gender pay gap?**

- The gender pay gap is concerned with the differences in the average earnings of men and women, regardless of their role or seniority.
- It is different to equal pay which compares the differences between individuals or groups performing the same or similar work.
- It is possible that an organisation pays men and women equally at each level of seniority can have a gender pay gap because women are under-represented at higher levels.

Why report on the gender pay gap?

- Reporting on the gender pay gap helps to increase transparency within organisations and encourages them to take seriously and act on any male-female divide.
- Enhance an employer's reputation among both potential recruits and existing employees.
- It shows that the organisation is willing to be open about how it treats men and women, and that they are committed to addressing inequality.

Employers are required to report:

1. The Mean Gender Pay Gap – The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.
2. The Median Gender Pay Gap – The difference between the median hourly rate of pay that male and female full-pay relevant employees receive.
3. The Mean Bonus Gender Pay Gap – This indicator is not applicable in TAG
4. The Median Bonus Gender Pay Gap – This indicator is not applicable in TAG
5. The proportion of males and females receiving a bonus payment – This indicator is not applicable in TAG
6. The proportion of males and females in each quartile pay band, Lower Quartile, Lower Middle Quartile, Upper Middle Quartile and Upper Quartile

TAG Gender Pay Gap						
	Median Pay Gap	Mean Pay Gap	LQ	LMQ	UMQ	UQ
Farnborough 26% M 74% F	20.3% lower for women	36.8% lower for women	16.7 % M 83.3 % F 1	17.4% M 82.6% F 2	33.3% M 66.7% F 3	37.5% M 62.5% F 4
Rushcliffe (Including TAG Core) 36% M 64% F	16.1% lower for women	6.1% lower for women	23% M 77% F 5	42.3% M 57.7% F 2	30.8% M 69.2% F 3	46.2% M 53.8% F 6
Arnold Hill 43% M 57% F	10.8% lower for women	14% lower for women	31.3% M 68.7% F 7	29.8% M 70.2% F 2	27.7% M 72.3% F 3	45.8% M 54.2% F 4
TAG Overall 37% M 63% F	14.7% lower for women	18.2% lower for women	25% M 75% F	33.3% M 66.7% F	29.3% M 70.7% F	44.7% M 55.3% F
Total Teaching	8.2% lower for women	12.1% lower for women	29.23% M 77.7% F	33.85% M 66.15% F	35.38% M 64.62% F	53.85% M 46.15% F
Total Support	10.95 lower for women	7.8% lower for women	22.41% M 77.58% F	29.31% M 70.69% F	25.86% M 74.14% F	32.20% M 67.80% F

1.Cleaners, Midday supervisors, technicians, LRC

2.Admin and classroom support

3.Mainscale teachers, support staff managers

4.HoF, SLT,

5.Technicians, LRC, Site staff (all male)

Skewed by 15 female 6th former who are mid-day supervisors. Take them out of the equation and it would be 32% Male 67% Female.

6. Includes TAG core team

7. Includes cleaners (women) and site (male)

The table above shows pay quartiles by gender. The data shows TAG's workforce by academy divided into four equal-sized groups based on hourly pay rates, with the Lower Quartile including the lowest-paid 25% of employees and the Upper Quartile covering the highest-paid 25% of employees. At 31st March 2017 56% of the 517 staff were teaching staff and 44% were support staff.

In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each quartile. However, within TAG 75% of the employees in LQ i.e. the lowest earners are women and 25% are men. By contrast, 55.3% of the highest earners on the snapshot date are women.

The top line figures for TAG, ie the figures we will report for the year ending 31st March 2017 are

- gender median pay gap of **14.7%**
- gender mean pay gap of **18.2%**

According to the Office for National Statistics The national overall figure across the UK is

- gender median pay gap of **23 %**
- gender mean pay gap of **18.1%**

Trent Academies Group is an exempt charity and company limited by guarantee registered in England.

The Company's registered number is 8128513.

The registered office is Trent Academies Group, Rushcliffe School, Boundary Road, West Bridgford Nottingham NG2 7BW.

What are the underlying causes of the TAG gender pay gap?

TAG operates as an equal opportunities employer, and does all that it can to minimise discrimination in the workplace, for example in recruitment, performance management and the provision of employee career development opportunities.

TAG is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability in line with the Equality Act 2010.

In addition, all employees are given equal treatment and pay, regardless of gender, in the terms and conditions of their employment contract if they are employed to do 'like work' - work that is the same or broadly similar work found to be of equal value in terms of effort, skill or decision making.

TAG is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is likely to be the result of:

- the roles and/or contract types in which men and women work and the salaries that these roles attract. For example, a large proportion of lower paid roles are part-time and/or term time only. This can help to give flexibility in the workforce and provide a work-life-balance. A higher proportion of part-time employees are female, allowing for in many cases caring responsibilities in home life.
- TAG has chosen to continue to pay staff in accordance with the School Teachers Pay and Conditions Document and the National Joint Council for Local Government Services. This provides pay scales which take into account the length of service accrued by relevant employees. Staff progress up the pay scales on an annual basis and generally, those who have been employed for longer, will be paid more.

What is TAG doing to address its gender pay gap?

While TAG's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the education sector, there is a commitment to reducing the gap.

Additional steps will be taken to promote gender diversity in all areas of its workforce. These will include

- Evaluating the gender monitoring information collected during recruitment and when internal promotions take place to understand:
 - the proportions of men and women applying for jobs and being recruited
 - the proportions of men and women applying for and obtaining promotions
 - the proportions of men and women leaving and their reasons
 - the numbers of men and women in each role and pay band (support staff) and in main-scale versus leadership posts
 - the take-up of flexible working arrangements by gender and level
 - the proportion of men and women who return to their original job after a period of maternity or other parental leave
 - the proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave

- Reviewing our Family Friendly Policies to ensure these are consistent and ensure that all employees in all areas and levels are aware that they apply to them regardless of their role and level of seniority.
- Reviewing our Equality Policy and raise awareness of gender equality and other protected characteristics in the workplace.
- Continue to review posts and job descriptions as posts become available to ensure that any indirect discrimination is avoided and that the evaluation of jobs and salary bands is fair and appropriate.
- Continue to provide professional development for staff through internal leadership programmes and apprenticeship schemes which offer opportunities in underrepresented areas.

None of these initiatives will, of themselves, remove the gender pay gap and it may be several years before some have any impact at all. TAG is committed to reporting on an annual basis on initiatives to reduce the gender pay gap and the progress that it is making.

Any further initiatives launched throughout the year will be reported on the TAG website.

The information and data used in this report has been taken from our existing HR and Payroll records.

I can confirm that this report is accurate as of 31st March 2017.

A handwritten signature in black ink, appearing to read 'P Crompton', with a comma at the end.

Phil Crompton
CEO : Trent Academies Group