

Thomas Telford Multi Academy Trust

Gender Pay Analysis Report

It is now a requirement to report annually on Gender Pay Gaps in organisations with more than 250 employees. The statistics for March 2019 have to be reported by March 2020. This is the Gender Pay Gap Analysis Report for Thomas Telford Multi Academy Trust (the "Trust") for the sample date of 31 March 2019.

The Trust has a clear, written pay policy and gender plays no part in the assessment of salary grades. Salary grades are related to the nature of each role within the Trust, taking into account such things as job complexity, responsibility, staff supervision and education requirements.

The Trust has analysed the pay data for 2019 and considers that the reason for the higher male mean and median pay and the gender split in the Top Quartile (see item G in the data set below) is due, in the main, to the nature of certain jobs in the Trust, particularly the assessed rates of pay for roles such as caterers, cleaners, mid-day supervisors, general administrative staff and some classroom support assistants. These roles are mainly occupied by female employees. The Trust believes that the reason for this is that the roles, being part-time and/or term-time only, provide work opportunities which are attractive to female employees who have accompanying childcare/family commitments and/or where they are the secondary earner in a household.

Notwithstanding the above, the Trust remains committed to providing greater opportunities for progression for staff in the Top Quartile and for achieving a gender pay balance that is more in line with the overall employee gender balance of the Trust. This includes supporting the training and development of staff so that they can achieve progression into higher pay quartiles. It is acknowledged, however, that if female staff move into higher pay quartiles, they are usually replaced by other female employees. Therefore, this would not generally affect the gender balance in that quartile.

Data set

A. Difference in mean hourly rate of pay:	20.4%		
B. Difference in median hourly rate of pay:	26.6%		
C. Percentage of employees who received bonus:	Male: 72.6%		Female: 53.6%
D. Difference in mean bonus pay:	36.7%		
E. Difference in median bonus pay:	87.5%		
F. Composition of workforce:	Male: 27.5%		Female: 72.5%
G. Composition of workforce by pay:			
a. Top quartile (highest paid):	Male: 35.6%		Female: 64.4%
b. Upper middle quartile:	Male: 37.6%		Female: 62.4%
c. Lower middle quartile:	Male: 23.8%		Female: 76.2%
d. Bottom quartile (lowest paid):	Male: 13.2%		Female: 86.8%

Narrative to data set

- A. The mean hourly rate of pay for male employees across the Trust is 20.4% higher than the mean hourly rate of pay for female employees.
- B. The median hourly rate of pay for male employees across the Trust is 26.6% higher than the median hourly rate of pay for female employees.
- C. 72.6% of male employees received a bonus compared to 53.6% of female employees.

- D. The mean bonus received by male employees across the Trust is 36.7% higher than the mean bonus received by female employees.
- E. The median bonus received by male employees across the Trust is 87.5% higher than the median bonus received by female employees.
- F. 72.5% of the Trust's 597 employees are female.
- G. Pay quarters are calculated by ranking all employees in order of hourly rate of pay and then splitting the list into four equal groups. Women occupy 64.4% of the highest paid jobs in the Trust and occupy 86.8% of the lowest paid jobs.