

Gender pay gap report

Teesside Learning Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between male and female employees.

There is a requirement to report on 6 measures;

- The difference between the mean average pay for female and male employees expressed as a percentage
- The difference between the median average pay for female and male employees expressed as a percentage
- The difference between the mean bonus pay for female and male employees expressed as a percentage
- The difference between the median average pay for female and male employees expressed as a percentage
- The proportion of males and females who received a bonus payment
- The proportion of males and females in each pay quartile

It is important to note that this is not the same as the requirement to pay men and women equal pay for equal work. Gender pay reporting shows the balance of men and women at all levels and the effect this has on the average hourly rates of pay across the organisation as a whole.

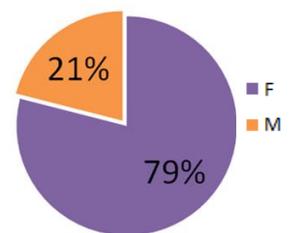
Context

Teesside Learning Trust had 261 employees on the snapshot date of 5th April 2017, 79% female and 21% male. We are a flexible employer and 40% of our employees work part time, 15% of male employees and 47% of female employees work part time (30 hours or less per week).

Teesside Learning Trust is an equal opportunities employer.

We support fair treatment for all, irrespective of gender through consistent application of our transparent policies and procedures including;

- Safer Recruitment Policy
 - CPD Policy
 - Performance Management Policy
 - Pay Policy
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All employees of TLT

Mean Gender Pay Gap – 19.16%

The average mean hourly rate paid to female employees within the Trust, taking in to account all grades, is 19.16% lower than the average hourly rate paid to men.

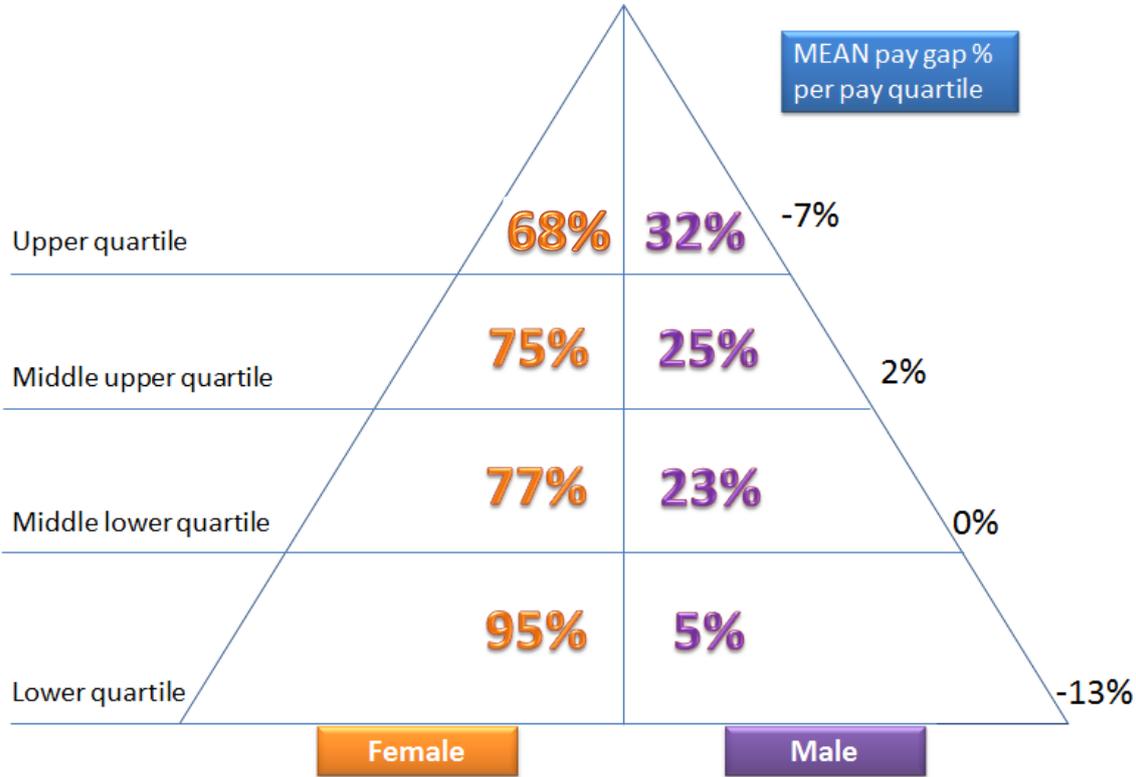
Median Gender Pay Gap – 36.28%

The average median hourly rate paid to female employees within the Trust, taking in to account all grades, is 36.28% lower than the average hourly rate paid to men.

Mean and Median Bonus Gap – n/a

The Trust has not paid any bonus payments and therefore there is no requirement to report on this measure.

Gender Breakdown by Hourly Pay Rate Quartiles



Understanding the gap

Teesside Learning Trust have a higher proportion of female employees in every quartile, including the upper quartile.

The majority of full pay relevant employees in the middle upper and middle lower quartiles are teaching staff and senior support staff, there is a 0-2% mean gap within these two quartiles.

In the lowest paid quartile, 95% of employees are female. The employed roles within this quartile are mainly part time roles. In this lowest paid quartile, female employees earn slightly more per hour more than males when calculated as a mean average however this is minimal.

In the whole Trust, 79% of all employees are female. In the upper quartile 68% of employees are female, this shows that equal opportunities for promotion and progression are available irrespective of gender.

Response to the Gender Pay Gap

Teesside Learning Trust welcomes the opportunity to consider and respond to the gender pay gap. We recognise that this is our first analysis and therefore plan to use this as a benchmark to assess whether our action plans to close the gap are having a positive impact.

Teesside Learning Trust is committed to the promotion of equal opportunities and supports fair treatment of staff irrespective of gender. We ensure equality of opportunity through our transparent recruitment processes, pay policy and professional development opportunities throughout the Trust.

All of our posts are aligned to nationally agreed pay scales. All teaching posts are aligned to the School teachers' pay and conditions document which is reviewed on an annual basis.

For non-teaching support staff, we use the support staff pay scales set by the NJC (National Joint Council for Local Government Services).

Both Teaching staff and support staff move through their respective pay scale based on a thorough and robust performance management process, earnings are based on performance outcomes, irrespective of gender.

Our gender pay gap is affected by the higher proportion of women in our lower graded roles where we employ many more staff overall. These roles are generally part time and allow parents with young children to work during school hours without requiring childcare. This reflects the national picture where female employees are more likely to occupy part time posts with flexible hours.

Strategy for closing the Gender Pay Gap

We recognise that closing the gender pay gap is not something that we will be able to resolve quickly due to the fact that the gap represents workforce composition rather than pay inequalities. We do not believe that there is a need for a dramatic reinvention of any of our pay structures or processes as this is not reflected as an issue within the data.

Our strategy for closing the gap will include measures such as;

- Using the data we have gathered to inform our future strategy on reducing the gap
- We will continue to review and promote our family friendly policies to ensure that they are equally as attractive to all employees irrespective of gender.
- We will promote the salary sacrifice schemes (particularly childcare vouchers) to male and female employees.
- We will continue to utilise a range of mediums for advertising posts to ensure that we have a broad and appropriate field for all vacancies.
- We will continue to develop middle and senior leaders to avoid unconscious and affinity bias in recruitment or promotion opportunities.

Approval

Approved by the Chief Executive Officer for Teesside Learning Trust: 29th March 2018

Chief Executive Officer

Linda Halbert



Teesside Learning Trust is a charitable company limited by guarantee and registered in England and Wales with company number 07185357. The registered office is Teesside Learning Trust, Freebrough Academy, Linden Road, Brotton, Saltburn-by-the-Sea, TS12 2SJ.