



Gender Pay Gap Report -2023

TrustEd Schools Alliance is a Mixed Multi-Academy Trust comprising of nine schools, Church and non-Church schools, based in Shrewsbury and South Shropshire serving the communities of Shrewsbury, Pontesbury, Bridgnorth, Craven Arms and Church Stretton.

This report is produced under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which requires organisations with 250 or more employees to measure and report on the gender pay gap, on an annual basis. This involves carrying out six calculations that show the difference between the average earnings of men & women in our organisation but does not involve publishing individual colleagues' data.

The gender pay gap is defined as the difference between the mean and median hourly rates of pay received by male and female employees.

We are required to publish the results on our own website and to a government website <https://gender-pay-gap.service.gov.uk/> where the results from other organisations can also be viewed.

This report is based on employee and pay data as at 31 March 2023. We have used existing payroll records and followed the approach to reporting set out in government guidance. We have used these results to assess the levels of gender equality in the Trust, in relation to pay, and the balance of male and female employees at different levels. The Trust does not pay bonuses and therefore reporting is not applicable for this element.

We believe that men and women are paid equally for doing equivalent jobs across our Trust. The majority of our posts, both in teaching and support services, are linked to nationally agreed pay spines. This significantly reduces the chances of discrepancy between male and female pay. The Trust does recognise the risk of gender bias even within national pay structures, but our robust job evaluation process is designed to protect against such inequalities. We use pay scales based on the School Teachers Pay & Conditions Document for teachers and school leaders. For support staff, each Trust school currently follows the job evaluation / grading structure adopted from our local authority and use pay scales set by the NJC.

On the snapshot date (31 March 2023) there were 696 full-pay relevant employee post holdings, of which 26% were men and 74% were women.

Mean and Median Gender Pay Gap

The mean pay gap is the difference between average hourly earnings for men and women. The median pay gap is the difference between the mid-points in the ranges of average hourly earnings (salaries are lined up in order from lowest to highest and the middle-most salaries are selected).

The hourly pay for full pay relevant employees only is included in the calculations. This means that only those employees who have received their full or ordinary pay for the relevant pay period are included in the calculation. So, for example, employees who are on maternity leave or who are on long term sick leave and receiving reduced pay, will not be included.

Mean Gender Pay Gap

	Number of Posts	Average Hourly Rate
Male	180	£27.38
Female	516	£20.72

The mean gender pay gap = 24.32%

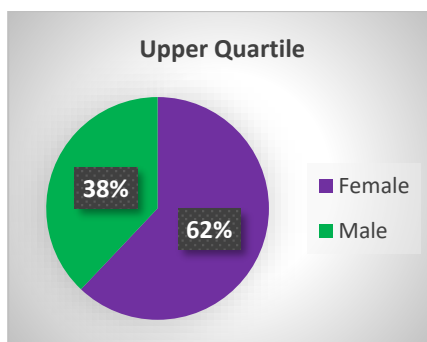
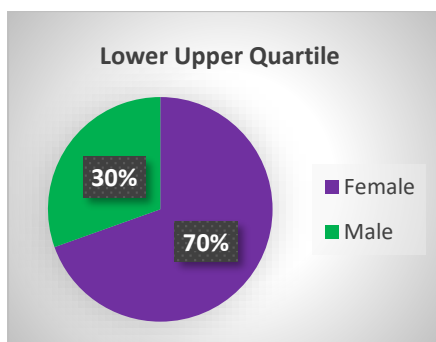
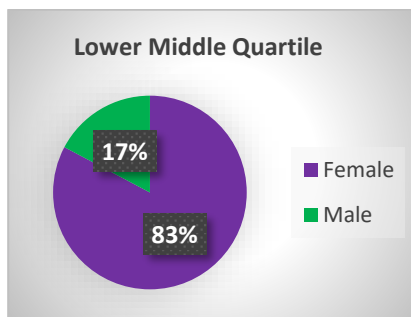
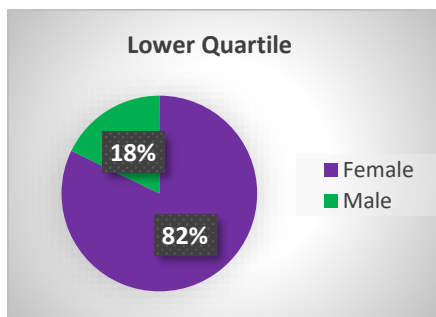
Median Gender Pay Gap

	Number of Posts	Middle Hourly Rate
Male	180	£29.77
Female	516	£12.70

The median pay gap is 57.34%

Quartile Pay Band Gender Information

Quartile	Male No.	Male %	Female No.	Female %	Total No.
Lower Quartile	31	17.82	143	82.18	174
Lower Middle	30	17.24	144	82.76	174
Upper Middle	53	30.46	121	69.54	174
Upper Quartile	66	37.93	108	62.07	174



Who received bonus pay?

There is no provision for the payment of bonuses at TrustEd Schools Alliance, therefore the requirement to report on the proportion of our employees receiving them is not applicable.

Difference in Bonus Pay

No bonuses were paid, so there is no difference in bonus pay to report.

Analysis of our Gender Pay Gap figures

On the 1 May 2022 TrustEd Schools Alliance merged with another Trust and although the Trust expanded in size the gender profile has changed very little.

Our workforce remains predominantly female with a large proportion of our female staff being in support staff roles (which are mostly part-time and lower paid compared to our teaching roles).

The gender split of our senior employees (top 5% of earners) is 53% female and 47% male.

Whilst the Gender Pay Gap for TrustEd Schools Alliance appears high it is important to note that the makeup of the workforce across the Trust has a significant impact on the Gender Pay Gap, that said the mean Gender Pay Gap has improved from last year by around 4%.

The median gender pay gap is slightly higher this year compared to last. The median average remains quite a bit higher than the mean average however this is purely due to the split between support staff (lower paid roles) and teaching staff in each gender. Out of the 516 roles undertaken by women, 323 are support staff type roles so when looking at the 'middle' rates of pay for females the pay value falls within the support staff roles and thus the lower paid roles. However, of the 180 males only 74 are in support roles and therefore the 'middle' rates of pay for men fall within the Teacher pay range which is substantially higher than for support staff.

The profile shows that the majority of staff across the trust are women. 62% of our full-time staff are female and 85% of our part-time staff are female. Given that the majority of part time roles are in the lower paid support staff roles this contributes to the Pay Gap.

In education, the terms and conditions of employment for many roles, particularly support staff, tend to be family friendly and therefore tend to attract female applicants for roles such as Lunch-time Supervisors, Cleaners, Administrators and Teaching Assistants, which are lower paid than teaching roles. It is also common for the public sector and education to have a predominance of female employees in the workforce. Primary schools tend to be more female dominated and four of the schools within our Trust are Primary schools.

When looking at like for like roles across our Trust we can see how the Gender Pay Gap reduces.

In terms of Support Staff 81% are women and when looking at the Gender Pay Gap for support staff only, the mean Pay Gap falls to just 3.88% and the median Pay Gap is actually -9.48% (i.e. the 'middle' hourly rate for women is higher than for men).

In Terms of Teaching staff 65% are women and when looking at the Gender Pay Gap for teaching staff only, the mean Pay Gap falls to just 7.63% and the median Pay Gap falls to 6.45%.

It is important to note that our Gender Pay Gap figures do not represent a position of the Trust paying men more than women for doing the same job but instead reflects the make-up of the workforce and the variation of levels of posts across the Trust.

The Trust is committed to equality across all strands of diversity and we have a number of policies in place to work to achieving a representative workforce across our organisation. This includes an array of work and family policies, ensuring a consistent approach. Our policies are reviewed and updated regularly to ensure they are in keeping with up-to-date changes in legislation.

Actions

We will:

- Continue to monitor and review our pay policies to ensure that fair and equal pay is applied.
- Continue to monitor and review our recruitment processes to make sure we are attracting the best possible candidates, regardless of gender.
- Continue to improve and expand our CPD offer to support internal progression for all, regardless of gender.

Data compiled by Jes Blower, Human Resources Officer.

Report written by Gwyneth Evans, Director of Finance.