



Gender Pay Gap Report -2024

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://www.gov.uk/find-gender-pay-gap-data> where the results from other organisations can also be viewed.

This report is based on employee and pay data as at 31 March 2024. 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 2024) there were 708 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	181	£30.79
Female	527	£23.76

The mean gender pay gap = 22.84%

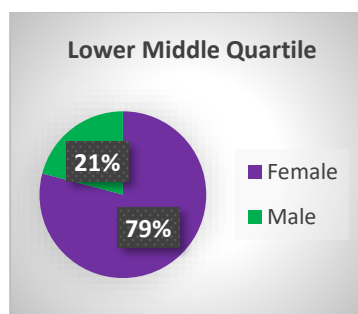
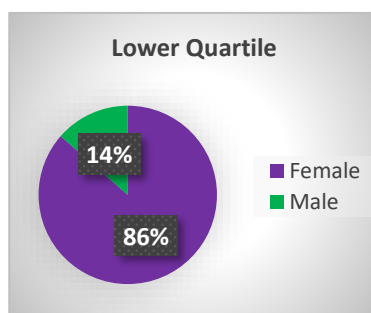
Median Gender Pay Gap

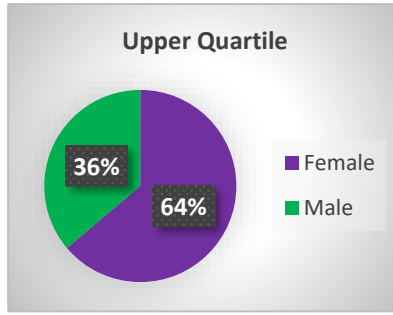
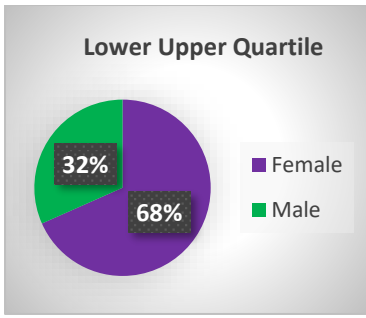
	Number of Posts	Middle Hourly Rate
Male	181	£34.42
Female	527	£14.91

The median pay gap is 56.68%

Quartile Pay Band Gender Information

Quartile	Male No.	Male %	Female No.	Female %	Total No.
Lower Quartile	24	13.56	153	86.44	177
Lower Middle	37	20.90	140	79.10	177
Upper Middle	56	31.64	121	68.36	177
Upper Quartile	64	36.16	113	63.84	177





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

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

Our workforce gender split is 74% female and 26% male.

In terms of our full-time/part-time gender split, females making up for 62% of our full-time employees. With regards to our part time employees 85% are female.

The gender split of our senior employees (top 5% of earners) is 51% female and 49% male.

This year has seen a reduction in both the Mean and Median figures for the Gender Pay Gap when compared to last year with a lighter greater decrease for the Mean (reduction of approximately 1.5%) compared to a reduction of just under 1% for the median figure. The median average does remain 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 527 roles undertaken by women, 329 are support staff type roles which accounts for 62% so when looking at the 'middle' rates of pay for females this still falls within the realms of support roles and thus the lower paid roles. However, of the 181 males only 70 are in support roles which only accounts for just under 37% so when looking for the 'middle' hours rates for males you are entering the realms of Teaching roles which are paid at a higher rate than form most support type roles.

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 reflect the make-up of our workforce and the variation of levels of posts across the Trust.

When looking at like for like roles we can see how our Gender Pay Gap evens out as illustrated below:

Teaching Staff

Mean Gender Pay Gap

- Female average hourly rate £37.06
- Male average hourly rate £40.20
- **Mean gender pay gap 7.80%**

Median Gender Pay Gap

- Female average hourly rate £35.69
- Male average hourly rate £38.16
- **Median gender pay gap 6.47%**

Support Staff

Mean Gender Pay Gap

- Female average hourly rate £15.62
- Male average hourly rate £15.87
- **Mean gender pay gap 1.58%**

Median Gender Pay Gap

- Female average hourly rate £12.59
- Male average hourly rate £12.91
- **Median gender pay gap 2.48%**

Conclusion

Although 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, we are dissatisfied with our current gender pay gap. We have therefore reviewed our family friendly policies and some HR practices and protocols to further promote equity wherever possible.

Although we are confident that men and women are paid equally for doing equivalent jobs across the Trust, we recognise that currently and proportionately men have been promoted into more senior posts. We have therefore reviewed our recruitment processes to further promote equity. Having said that, we do currently use pay scales based on the Schools Teachers Pay and Conditions Document, and for support staff we follow the job evaluated grading structure adopted by Shropshire Council which uses pay scales set by the NJC.

Teaching staff within the Trust progress through their grade based on performance in their role and earnings are based on performance outcomes, irrespective of an employee's gender. We will continue to monitor and review our pay policies to ensure that fair and equal pay is applied.

We have reviewed our Equality Policy and our Trust equality targets include reducing the gender pay gap.

We will 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.

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