

Gender Pay Statement

March 2022 Snapshot

Context

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, apply to 'specified public authorities', who employ 250 or more employees on the snapshot date each year. For the Public Sector the snapshot date is 31st March each year.

As a multi-academy trust employing more than 250 staff on the snapshot date, Tenax Schools Trust is required by this legislation to report its gender pay gap.

Gender Pay reporting requires the reporting of the mean and median pay gaps between male and female staff and reporting of the distribution of genders throughout the four pay quartiles, as set out in the table below.

Workforce composition

- 434 staff are included in the full-pay data set
- There were 85 male employees and 349 female employees, a split of 20.56% male and 79.44% female staff. These numbers include 1 male and 1 female apprentice
- 22 female staff were identified as undertaking multiple contracts (for example Teaching Assistant and Midday Supervisor), totalling 47 contracts in total. Of these, 16 contracts were identified as receiving the same rate of pay for each contract, and therefore are counted as one employee for this report. The remaining 16 employees account for 29 contractual posts, at different rates, and are therefore included as separate contracts
- 2 male employees were found to hold two contracts in this reporting snapshot, at different rates and therefore are included as separate contracts for the purpose of this report
- Of the 85 male staff, 51 are teachers (including leadership posts) and 34 are support staff (comprising teaching assistants, office staff, site staff and others)
- Of the 349 female staff, 131 are teachers (including leadership posts) and 218 are support staff (comprising Trust leadership and school management, teaching assistants, office staff, invigilators, and others)

The gender pay gap

The overall gender pay gap, by mean average, is 22.4%. This highlights the difference between the average pay of females and males in the Trust's total workforce. The gender pay gap for this reporting period by median average is 21.9%. These figures have been calculated in such a way as to compare fairly the pay of those on contracts requiring differing weekly working hours. In line with the Tenax Schools' Trust pay and reward policies, no bonuses are paid to either male or female staff.

Distribution of male and female staff pay

	Males	Females	% of employees	
			Male	Female
Lower Quartile	6	102	5.56	94.44
Lower Middle Quartile	23	86	21.1	78.9
Upper Middle Quartile	20	89	18.35	81.65
Upper Quartile	36	72	33.33	66.67
TOTAL	85	349	19.59	80.41

Supporting Statement

The Tenax Schools Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff. The Trust applies the national pay ranges for teaching staff and uses the evaluated pay frameworks from the local authority areas in which we operate for our support staff to ensure that male and female staff are paid equitably for the roles they carry out in the organisation.

Since the last set of gender pay gap figures was considered by Trustees, the labour market has undergone a very significant change. Over the last year to 18 months there is an absolute acute shortage of labour in every area to which schools and the Trust recruit. This includes all teaching specialisms, including primary, and all support staff working in support roles in classrooms as well as in office-based roles. Contributory factors include the now widespread availability of flexible and home-working roles in other sectors, the national shortage of teachers, and the attrition to the value of public sector pay in real terms compared with private sector pay. As an employer, the Trust has little control over these factors.

As a result, recruitment campaigns routinely produce no applicants, or very small or single applicants. It is now rare for us when recruiting to be in a position of choosing between a number of well-qualified individuals, some of whom might have been male and some female.

The reason for the different male and female mean and median pay rates, and the gender split in the upper quartile, is due, in the main, to the nature of certain roles in schools. The assessed rates of pay for roles such as cleaners, mid-day supervisors, general administration staff and some teaching assistants are generally lower than for teachers. These roles are mainly filled by female employees for a wide range of well-known reasons. It is of note that our pay awards made in the 2021-2022 cycle resulted in higher increases to lower grades which has made some impact on gender pay gaps.

Additional commentary

Over the past year we have taken a number of steps to further address the gender pay gap. These include:

- We have changed recruitment practices to reduce selection activities that may indirectly discriminate against female candidates, e.g. including short-notice presentations in a selection process, providing enough notice of an interview to allow candidate to prepare whilst balancing out-of-work responsibilities.
- We have continued to encourage and facilitate flexible working in both male and female employees where requested.
- We continue to encourage and facilitate the addressing of gender specific health and wellbeing matters in the workplace, such as menstrual wellbeing, menopause and support for employees returning from maternity leave to encourage female staff to enter or stay in leadership posts.
- We have analysed in greater depth gender pay patterns at our secondary school, as the school with the majority of male teachers. No gender differentiation at the point of employment or promotion was discernible. However, it was noted that a disproportionate number of male teachers apply to teach the acute shortage subjects of mathematics and science, and the market for teachers of these subjects drives higher pay. They also attract additional government-funded pay benefits.
- Gender monitoring is now in more easily analysable form so we can track gender pay patterns in a more agile way.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Pay Gender Gap information for the Tenax Schools Trust.

Sir Ian Bauckham CBE
CEO, Tenax Schools Trust