

# Gender Pay Statement

## March 2023 Snapshot

### Introduction:

The Tenax Schools Trust has a vision to ensure that each member of our school communities is known, valued and loved. Through our commitment to providing academic and character excellence we work to ensure that through our educational provision all in our schools are liberated to play a full role in a thriving society. We aim to ensure that every child has a transformational education in which doors of opportunity and choice are consistently opened.

To achieve this we are committed to creating a workforce team that is welcoming, proactive and passionately committed towards delivering this vision. This team must also be working in an environment where doors of opportunity are consistently opened and, as for our students, there are no barriers to what can be achieved. We wish this team to be inclusive and representative of a breadth of backgrounds, perspectives, and skills, and which can provide role models to all students in our communities.

Equal pay legislation ensures that men and women doing the same or similar work are paid equally for delivering that work. Gender Pay reporting allows us to identify drivers of difference that may not otherwise be obvious so that we can work towards closing any gaps. As an employer we are committed to actively addressing areas where improvement is required.

### 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 31<sup>st</sup> 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 the distribution of genders throughout the four pay quartiles, as set out in the table below.

### Workforce composition

- 506 staff are included in the full-pay data set, up from 434 last year
- There were 89 male employees (up from 85 last year) and 417 female employees, up from 349 female employees last year. This is a split of 17.6% male, down from 20.56% last year, and 82.4% female staff, up from 79.4% last year.
- 11 female staff were identified as undertaking multiple contracts at different rates of pay, totaling 22 contracts, and therefore are included as separate contracts for the purposes of this report. A further 10 female staff had additional contracts at the same rate of pay, accounting for an additional 11 contracts that have been disregarded for the purposes of this report.
- 1 male employee was 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
- Due to a transition of payroll providers, further analysis of workforce composition has not been possible for this report.

### The gender pay gap

The overall gender pay gap, by mean average, is 19.7%, down from 22.4% last year. 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 23.6%, up from 21.9% last year. 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

|                       |    |     | % of employees |        |
|-----------------------|----|-----|----------------|--------|
|                       |    |     | Male           | Female |
| Lower Quartile        | 6  | 120 | 4.8            | 95.2   |
| Lower Middle Quartile | 26 | 101 | 20.5           | 79.5   |
| Upper Middle Quartile | 23 | 104 | 18.1           | 81.9   |
| Upper Quartile        | 34 | 92  | 27.0           | 73.0   |
| TOTAL                 | 89 | 417 | 17.6           | 82.4   |

## 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 and economy have continued to change. The acute shortage of labour in every area to which schools and the Trust recruit has continued, but this has been coupled with significant inflationary pressures pushing staff to increase hours, take on additional roles, or make a career change. Labour shortages affect all teaching specialisms, including primary, and all support staff working in support roles in classrooms as well as in office-based roles. 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 Trust took a significant step in the September 2022 pay round to increase the pay of the lowest earning staff by a greater percentage than the award made to teachers or those in higher pay grades. This has made a significant difference in reducing the mean pay gap. **However, the increase in support staff in the lower pay grades has pushed up the median pay gap.**

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 teaching assistants are 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 2022-2023 and 2023/2024 pay cycles resulted in higher increases to lower grades which has continued to impact gender pay gaps.

## Our way forward:

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

- We have continued to encourage and facilitate flexible working in both male and female employees where requested.
- We continue to proactively 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. This has informed work on the staff attendance policy.
- We have moved DEI monitoring forms for recruitment online so that the Trust can compile equalities data centrally to better understand the profile of candidates being attracted to roles at the Trust.

We are committed to continuing our commitment to developing further these areas so that we can ensure that our teams can be confident of building a career with us. During the coming year we wish to learn from the experience of other multi academy trusts and current research to develop specific commitments to address existing imbalances wherever we can.

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.

Richard Tyson  
Interim CEO, Tenax Schools Trust