

Gender Pay Statement

March 2024 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

- 501 staff are included in the full-pay data set, down from 506 last year
- There were 88 male employees (down from 89 last year) and 413 female employees, down from 417 female employees last year. The split of 17.6% male, and 82.4% female staff remains stable against last year.
- 9 female staff were identified as undertaking multiple contracts at different rates of pay, totaling 18 contracts, and therefore are included as separate contracts for the purposes of this report. A further 1 female staff had additional contracts at the same rate of pay, accounting for an additional 1 contract 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 17.88%, down from 19.7% 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 33.69%, up from 23.6% last year. This is as a result of the increased proportion of male staff in the upper middle and upper quartiles. 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			
	Males	Females	Male	Female
Lower Quartile	9	116	7.2	92.8
Lower Middle Quartile	16	109	12.8	87.2
Upper Middle Quartile	25	100	20.0	80.0
Upper Quartile	38	88	30.2	69.8
TOTAL	88	413	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 be tight. The acute shortage of labour in every area to which schools and the Trust recruit has not lessened, 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 has taken steps in each pay round since September 2022 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 reduced the mean pay gap. However, gender imbalance in support staff in the lower pay grades has pushed up the median pay gap, as does the impact of the number of female support staff undertaking multiple contracts.

The different male and female mean and median pay rates, and the gender split in the upper quartile, are due, in the main, to the nature of certain roles in schools. The evaluated rates of pay for roles such as mid-day supervisors, administration staff and teaching assistants are lower than for teachers. These roles are mainly filled by female employees as a result of a range of well-known sociological factors. Notably, our pay awards made in the last 3 pay cycles resulted in higher increases to lower grades. This has continued to impact positively the mean gender pay gap. However, the nature of term-time only work, and the relatively low pay in education support staff roles continues to attract more female applicants, particularly those with caring responsibilities, and are less attractive to male applicants.

The Trust composition also impacts the gender balance across the Trust. As a Trust of 7 primary schools and 1 secondary school, the number of support staff is higher due to the greater numbers in primary schools relative to secondary school staffing. This composition also affects the gender balance of the Trust's teaching workforce. Nationally, 85% of teachers in primary schools are female, whereas this reduces to 64% in secondary schools. This national feature of workforce composition affects the balance of staffing, include composition of the pay quartiles.

Additional commentary

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 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 are improving equalities monitoring data collection to better understand the profile of candidates being attracted to roles at the Trust and our current staff profile.

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.

Mark Cole
CEO, Tenax Schools Trust