

Gender Pay Statement

March 2019 Snapshot

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 detailed below.

383 staff are included in the full-pay data set, made up of 80 male employees and 303 female employees, a split of 20.9% male and 79.1% female staff. Of this number, there are 2 female Apprentices, and 3 female casual employees who received pay in the relevant pay period.

22 female staff were identified as undertaking multiple contracts. Of these, 11 were identified as receiving the same rate of pay for each contract, and therefore are counted as one employee for this report. The remaining 11 employees account for 22 contractual posts, at different rates, and are therefore included as separate contracts. One male employee was found to hold two contracts in this reporting snapshot, at different rates and therefore is included as separate contracts for the purpose of this report.

Of the 80 male staff 51 are teachers (including leadership posts) and 29 are support staff (comprising teaching assistants, office staff, site staff and others). Of the 303 female staff, 125 are teachers (including leadership posts) and 179 are support staff (comprising Trust leadership and school management, teaching assistants, office staff, invigilators, and others).

The overall gender pay gap, by mean average, is 28.3%. 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 54.0%.

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	87	9.38	90.62
Lower Middle Quartile	18	78	18.75	81.25
Upper Middle Quartile	21	75	21.88	78.12
Upper Quartile	32	63	33.68	66.32
TOTAL	80	303	20.9	79.1

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. Trustees have analysed the pay data for 2019 and consider that the reason for the higher male mean and median pay rates and the gender split in Quartile 1 is due, in the main, to the nature of certain jobs in the school, particularly the assessed rates of pay for roles such as cleaners, mid-day supervisors, general administration staff and some teaching assistants. These roles are mainly filled by female employees. The Trustees consider the reason for this is that these contracts, being part time and/or term time only, provide work opportunities that are attractive to females who have accompanying childcare/family commitments and/or where they may be the secondary earner in a household.

Trustees also noted that 66% of employees in the upper quartile were female.

The Trust supports all of our staff with a number of family friendly provisions such as part-time working, most frequently requested and taken advantage of by female employees, including senior staff. We are committed to further measures supporting equality and diversity in our Trust and to encouraging and enabling more women to apply for and secure senior roles.

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.

Ian Bauckham

CEO, Tenax Schools Trust