

Gender Pay Statement

March 2021 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.

428 staff are included in the full-pay data set, made up of 88 male employees and 340 female employees, a split of 20.56% male and 79.44% female staff. Of this number, there is 1 male and 1 female apprentice.

26 female staff were identified as undertaking multiple contracts. Of these, 14 were identified as receiving the same rate of pay for each contract, and therefore are counted as one employee for this report. The remaining 12 employees account for 24 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 88 male staff 52 are teachers (including leadership posts) and 36 are support staff (comprising teaching assistants, office staff, site staff and others). Of the 340 female staff, 136 are teachers (including leadership posts) and 204 are support staff (comprising Trust leadership and school management, teaching assistants, office staff, invigilators, and others). This is an increase of 6 female teaching staff and 14 female support staff.

The overall gender pay gap, by mean average, is 27.12%, this is up from 25.5% in the last reporting period. 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 59.55%, this is up from 49.9% in the last reporting period. These increases can be attributed to the overall increase in staff numbers being predominantly female staff, in support staff roles.

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	12	95	11.21	88.79
Lower Middle Quartile	19	88	17.76	82.24
Upper Middle Quartile	21	86	19.63	80.37
Upper Quartile	36	71	33.64	66.36
TOTAL	88	340	20.56	79.44

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 2021 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 note the increase in the pay gap since last year and consider this to be disproportionately impacted by the additional female support staff employed since the last report. It is of note that the hourly rate for a full-time teacher is based on a working year of 1265 hours, where support staff roles have their rate based on a calculation of 1929.287 hours per year; this is 52.5% higher than the basis for calculating teacher hourly rates.

Trustees also noted that more than 66% of employees in the upper quartile were female, a slight increase on last year.

The Trust supports all of our staff with a number of family friendly provisions such as part-time working, with male and female staff of all levels utilising these provisions. 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.

The Board of Trustees will develop an action plan to address the gender pay gap in light of further analysis.

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