

Gender pay gap report – Tees Valley Collaborative Trust

Snapshot date: 31 March 2020

Mean and median gender pay gap in hourly rate of pay

	MEAN GENDER PAY GAP IN HOURLY PAY	MEDIAN GENDER PAY GAP IN HOURLY PAY
Pay gap % difference male to female	14.18%	36.19%

Mean and median gender pay gap in bonus pay

	MEAN GENDER PAY GAP FOR BONUS PAY	MEDIAN GENDER PAY GAP FOR BONUS PAY
Pay gap % difference male to female	N/A	N/A

Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male relevant employees)	N/A
Female employees (% paid a bonus compared to all female relevant employees)	N/A

Proportion of male and female employees according to quartile pay bands

	QUARTILE 1 - LOWER	QUARTILE 2 – LOWER MIDDLE	QUARTILE 3 – UPPER MIDDLE	QUARTILE 4 - UPPER
Male (% males in each quartile compared to all employees)	15.8%	27.6%	44.1%	36.8%
Female (% females in each quartile compared to all employees)	84.2%	72.4%	55.9%	63.2%

SUPPORTING STATEMENT

I confirm that the information published here is accurate.

Signature: **Date:**

Status/position:

SUPPORTING NARRATIVE

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At the snapshot date of 31st March 2020, Tees Valley Collaborative Trust employed 304 employees - 215 women and 89 men - with the majority of staff in the lower and lower middle pay quartiles being female (84.2% and 72.4% respectively). As is common across the education sector, the majority (69%) of our full pay relevant employees are female, and this is evident in the fact that there is a higher proportion of female employees across all quartiles. This difference is particularly emphasized in the lower pay quartile due to a high proportion of female staff occupying lower paid roles such as classroom support and administration.

It is positively noted that the percentage of women in the upper pay quartile has increased from 56.5% to 63%, which means that although a great proportion of women within our organisation are employed within the lower pay quartiles, a substantial amount of women also occupy roles within the upper pay quartile.

The Trust is satisfied that we do not have any variation in pay between female and male staff undertaking the same role, however, the greater proportion of female staff in the term time only and part time support staff roles that fall within the lower quartile is creating a gender pay gap across the mean and median.

If you take into account the differences in contractual terms for teaching and support staff, with a full time teacher being directed to work 1265 hours across the year, compared to a full time member of support staff being employed on a 37 hour a week contract, it is prudent to also provide the mean and median calculations for each of the two separate categories of staff. These calculations are as follows:

Contract Type	Mean Gender Pay Gap	Median Gender Pay Gap
Support Staff	12.3%	3.2%
Teaching Staff	1.2%	0%

It can then be seen that within the two different categories of staff who are paid under different nationally set terms and conditions, the gender pay gap is virtually eliminated for those on teaching terms and conditions and is well below the national gender pay gap median of 15.5%.for those on support staff terms and conditions.

Actions we will take:

The Trust is satisfied that the overall gender pay gap is not caused by the underpayment of women in roles similar to male colleagues but is instead reflective of workforce composition rather than pay inequalities. We will continue to monitor this and ensure the following actions are undertaken:

- Each year we will produce an Equal Opportunities Data Report for the Trust Board, outlining the make up of our workforce. This will include information on internal and external recruitment processes to ascertain how candidates progress through the stages.
- We will monitor the exit rates by grades and gender of staff across the reporting year
- We will review our recruitment practices to see if we can encourage more male staff to apply into female dominated support staff roles
- We will ensure that all staff who are involved in recruitment have undertaken unconscious bias training.