

GENDER PAY GAP REPORT 2018

As a public sector organisation who employs over 250 employees, Tandridge Learning Trust (TLT) has a duty to report on its gender pay gap as per the Equality Act 2010 and equality regulations. The Equality and Human Rights Commission defines the gender pay gap as a measure of the difference between men’s and women’s average earnings across an organisation.

The legislation states that specific key metrics should be highlighted, these are:

1. The difference in the mean pay of full-pay men and women, expressed as a percentage;
2. The difference in the median pay of full-pay men and women, expressed as a percentage;
3. The difference in mean bonus pay of men and women, expressed as a percentage;
4. The difference in median bonus pay of men and women, expressed as a percentage;
5. The proportion of men and women who received bonus pay; and
6. The proportion of full-pay men and women in each of four quartile pay bands.

This is the first year that TLT has had to report their gender pay gap data and as a bonus scheme was not in place, we will only report data on key metrics 1, 2 and 6 from the required list above.

TLT is an organisation employing 350 staff with significantly more women (78.3%) employed than men (21.7%). For TLT, women’s hourly rate is:



The proportion of males and females in each quartile is as follows:

Quartile	Males	Females
Lower	7.7	92.3
Lower Middle	12.6	87.4
Upper Middle	16.3	83.7
Upper	35.9	64.1

These statistical pay differentials are relatively high for the sector, although it is a high level indicator which is affected by workforce distribution, make-up and reflects the workforce composition. On further analysis, of the percentage of women employed, 44% are employed in the primary schools and almost 51% are employed in support roles across all schools. Both of these areas are more likely to be lower paid compared to a secondary school and compared to teaching roles. In TLT primary schools, most of the head teachers and senior leadership roles are filled by women, whereas in the secondary school the senior leadership positions are predominantly filled by men.

The Trust is fully committed to treating all employees fairly and through our policies and procedures. The Trust:

- ensures equality of opportunity,
- is transparent in its recruitment processes,
- ensures all pay decisions have regard to fairness and equity, and
- enables all staff to develop through equitable working practices, objective assessment and performance management.

All our teaching posts are aligned to nationally agreed pay scales and support posts are currently aligned to Surrey Pay scales.

Key management actions that will assist in improving our gender pay gap include:

- On-going analysis of pay and pay progression data across the Trust to ensure consistency of approach and application.
- Benchmarking our pay for roles against the regional average and harmonise pay across the Trust based on role evaluation.
- Continuing to provide flexible working arrangements that are 'family friendly' and help retain experienced staff.
- Reviewing our Continuous Professional Development (CPD) opportunities to ensure they are accessible by all staff, irrespective of working patterns.

We believe these actions will help to reduce the gender pay gap differential for the Trust, whilst enabling staff to continue to progress their careers and provide flexible working.

I confirm that the above information has been prepared from the Trust's payroll data as at 29th March 2018 and fairly represents the Gender Pay Gap information for the Trust.



Mr N. Bradwell
CEO, Tandridge Learning Trust