

GENDER PAY GAP REPORT 2019

As a public sector organisation that employs over 250 employees, Tandridge Learning Trust 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 second year that the Trust has reported its gender pay gap data. 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.

Tandridge Learning Trust is an organisation employing over 400 staff (headcount) with significantly more women (83.7%) employed than men (16.3%). For the Trust, the mean and median hourly rates for women are lower than male employees by the following percentages:

**31.5%(32.2%)
LOWER (Mean)**

**37.1%(47.5%)
LOWER (Median)**

The figures in brackets are for 2018 showing that the pay differential averages for women have reduced for the Trust. There are now more women in senior positions which is favourably affecting the averages, although the Trust recognises the need to continue its work on equality of opportunity.

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

Quartile	Males	Females
Lower	10.9	89.1
Lower Middle	11.9	88.1
Upper Middle	18.8	81.2
Upper	34.7	65.3

These statistical pay differentials are relatively high for the sector, but has improved compared to last year's reported data. These are high level indicators which are affected by workforce distribution and reflects the workforce composition. On further analysis; of the percentage of women employed, 54% are employed in the primary schools and almost 68% are employed in

support roles across all schools. Both of these areas of employment are more likely to be lower paid compared to both a secondary school and compared to teaching roles. In the Trust's primary schools, most of the headteacher and senior leadership roles are filled by women; whereas in the secondary school the senior management and leadership positions are predominantly filled by men. However, the senior Trust roles are predominantly filled by women.

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

- ensure equality of opportunity
- are transparent in our recruitment processes
- ensure all pay decisions have regard to fairness and equity
- enable 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 continuing to improve our gender pay gap include:

- Ongoing 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
- Continue to provide flexible working arrangements that are 'family friendly' and help retain experienced staff
- We will review our Continuous Professional Development (CPD) opportunities to ensure they are accessible by all staff, irrespective of working patterns

We believe these actions will continue to reduce the gender pay gap differential for the Trust, whilst enabling staff to continue to progress their careers whilst still providing family-friendly flexible working.

I confirm that the above information has been prepared from the Trust's payroll data as at 31st March 2019 and fairly represents the Gender Pay Gap information for Tandridge Learning Trust.

Signed



Rebecca Plaskitt
Chief Executive Officer