

Gender pay gap report – Tees Valley Collaborative Trust

Snapshot date: 31 March 2023

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	9.53%	16.74%

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)	13.04%	30.88%	27.54%	35.29%
Female (% females in each quartile compared to all employees)	86.96%	69.12%	72.46%	64.71%

SUPPORTING STATEMENT

I confirm that the information published here is accurate.

Signature:Keith Hurst..... **Date:**18th March 2024.....

Status/position:Chair of the Board of Trustees.....

SUPPORTING NARRATIVE

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At the snapshot date of 31st March 2023, Tees Valley Collaborative Trust employed 386 employees - 276 women and 110 men - with the majority of staff in the lower and lower middle pay quartiles being female (83.6% and 71.6% respectively). As is common across the education sector, the majority (73%) 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, lunchtime supervisors and administration.

The percentage of women in the upper pay quartile has increased slightly (64.7%, compared to 63.6% and 63% in the previous 2 years), which means that although a significant majority of staff within the lower pay quartile are women, a substantial amount of women also occupy roles within the upper pay quartile.

Although the overall median gender pay gap has decreased from 22.1% to 16.74%, this is above the national median of 14.3% from the March 2022 data set. 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. It is also worth noting that of the 48 members of teaching staff who are not yet paid at the top of the teachers' pay scale, primarily due to length of service, 79% were women.

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	4.8%	1.8%
Teaching Staff	-0.5%	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 7.7% for full time staff and 14.3% for all staff (including part time staff).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 via the following recurring actions:

- 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 continue to monitor the exit rates by grades and gender of staff across the reporting year
- We will continue to roll out unconscious bias training to our Trustees, Governors and staff involved in recruitment processes

