

Gender Pay Gap Report 2023

This report contains the Tapscott Learning Trust's disclosure of the gender pay gap for the Multi Academy Trust. As the Trust is an employer with 250 or more employees, it is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Tapscott Learning Trust supports the fair treatment, reward and recognition of all staff irrespective of gender. At the data capture date of **31st March 2022**, the Tapscott Learning Trust consisted of four primary schools situated in East London. A significant proportion of the Trust's employees transferred into the organisation under TUPE arrangements, in September 2017.

Analysis of the gender pay gap involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees' data.

The Trust is required to publish the results on our own website and the government website. This will be done within **one calendar year of 31st March 2022**.

This is based on a snapshot of the Trust employees as at 31st March 2022

1. Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is **20.68%** (Lower for Females)

2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is **38.60%** (Lower for Females)

3. Mean Bonus Gap

No bonuses are paid

4. Median Bonus Gap

No bonuses are paid

5. The Proportion of males and females receiving a Bonus Payment

No Bonuses are paid

6. The Proportion of males and females when divided into four groups ordered from highest to lowest pay for both Teachers and Support staff.

All					
	male	male %	female	female %	total per quartile
Upper Quartile	19	21%	71	79%	90
Upper middle	23	25%	68	75%	91
Lower middle	11	12%	81	88%	92
Lower Quartile	7	8%	83	92%	90
					363

Upper Quartile			
Female		71	
Male		19	
Total		90	
Mean		35.51	
Median		32.96	
Female Mean		34.81	
		Diff	8.64%
Male Mean		38.10	
Female Median		32.96	Female Higher
		Diff	0.18%
Male Median		32.90	
Female		79%	
Male		21%	

Upper Middle Quartile			
Female		68	
Male		23	
Total		91	
Mean		20.94	
Median		21.15	
Female Mean		20.73	
		Diff	3.81%
Male Mean		21.55	
Female Median		20.97	
		Diff	1.41%
Male Median		21.27	
Female		75%	
Male		25%	

Lower Middle Quartile			
Female		81	
Male		11	
Total		92	
Mean		12.12	
Median		11.75	
Female Mean		12.07	
			Diff 3.52%
Male Mean		12.51	
Female Median		11.74	
			Diff 4.01%
Male Median		12.23	
Female		88%	
Male		12%	

Lower Quartile			
Female		83	
Male		7	
Total		90	
Mean		10.48	
Median		10.55	
Female Mean		10.48	Female Higher
			Diff 0.5%
Male Mean		10.43	
Female Median		10.55	Female Higher
			Diff 1.2%
Male Median		10.42	
Female		92%	
Male		8%	

Supporting Statement

The Tapscott Learning Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through its transparent recruitment process, pay policy and professional development.

All teaching and support staff roles are aligned to nationally agreed pay scales and staff are paid within the same pay scale for the same job role. A high percentage the Trust's support roles are part-time and on term-time basis and these roles are predominantly carried out by female employees. Whilst this will impact on the average salaries, we believe that the versatility offered in these roles is a factor that influences the decision of applicants to join the Trust, as well as the continuation of employment from other staff.

The Tapscott Learning Trust will continue to strive to ensure that we provide an equitable and rewarding workplace.

Declaration

The Trust confirms that the information has been prepared from our payroll data are accurate to the best of my knowledge on the snapshot date and fairly represents the Gender Pay Gap Information for The Tapscott Learning Trust.