

Gender Pay Gap Reporting 2020/21

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 2020, 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.

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 2020.

This is based on a snapshot of the Trust employees as at 31st March 2020

1. Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is **18.51%** (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 **37.28%** (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 | 20 | 22% | 72 | 78% | 92 |
| Upper middle | 22 | 24% | 71 | 76% | 93 |
| Lower middle | 9 | 12% | 69 | 88% | 78 |
| Lower | 9 | 8% | 101 | 92% | 110 |
| | | | | | 373 |

| Upper Quartile | | | |
|----------------|--|-------|-------|
| Female | | 72 | |
| Male | | 20 | |
| | | 92 | |
| Mean | | 33.15 | |
| Median | | 32.06 | |
| Female Mean | | 32.77 | |
| | | Diff | 5.15% |
| Male Mean | | 34.55 | |
| Female Median | | 32.06 | |
| | | Diff | 2.79% |
| Male Median | | 31.17 | |

| Upper Middle Quartile | | | |
|-----------------------|--|-------|-------|
| Female | | 71 | |
| Male | | 22 | |
| | | 93 | |
| Mean | | 18.00 | |
| Median | | 19.17 | |
| Female Mean | | 17.77 | |
| | | Diff | 5.29% |
| Male Mean | | 18.76 | |
| Female Median | | 18.75 | |
| | | Diff | 4.77% |
| Male Median | | 19.69 | |

| Lower Middle Quartile | | | |
|-----------------------|-------|------|-------|
| Female | 69 | | |
| Male | 9 | | |
| | 78 | | |
| Mean | 12.01 | | |
| Median | 11.92 | | |
| Female Mean | 12.00 | | |
| | | Diff | 1.21% |
| Male Mean | 12.14 | | |
| Female Median | 11.92 | | |
| | | Diff | 3.48% |
| Male Median | 12.35 | | |

| Lower Quartile | | | |
|----------------|-------|------|-------|
| Female | 101 | | |
| Male | 9 | | |
| | 110 | | |
| Mean | 11.29 | | |
| Median | 11.30 | | |
| Female Mean | 11.29 | | |
| | | Diff | 0.11% |
| Male Mean | 11.30 | | |
| Female Median | 11.30 | | |
| | | Diff | 0.00% |
| Male Median | 11.30 | | |

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 the Trust's transparent recruitment process, pay policy and professional development. All teaching and support staff posts are aligned to nationally agreed pay scales and our staff are paid within the same pay band for the same job role.

All staff are paid in line with local/national pay schemes. All support staff salaries are in line with the London Living Wage and Teachers are paid under the School Teachers' pay and conditions document. All leaders are paid in line with group sizes identified within this document.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings that is affected by workforce distribution and make-up.

Although the overall pay gap has widened since the Trust's 2019/20 report, it is believed that this is due to the majority of staff in the lower pay quartiles are female therefore; the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected. At the Tapscott Learning Trust, females occupy 78.26% of the highest-paid roles and 91.82% of the lowest-paid roles. The overall gender pay gap, therefore, reflects workforce composition rather than inequalities.

The Trust has identified that the highest pay gap is within the upper middle quartile and intends to investigate this based on equivalent roles.

The Tapscott Learning Trust supports staff with several family-friendly provisions such as part-time working. As the Trust's workforce is made up predominantly of female employees, including senior leaders, a huge number of staff benefit from.

As an employer of choice operating in a highly regulated, publicly funded sector, the Tapscott Learning Trust welcomes the opportunity to demonstrate transparent compliance in all matters. The figures presented reflect the complex inter-play of several data components. With a staffing cohort which is 83.91% female and 16.09% male; employees electing to take advantage of our commitment to a healthy work-life balance, the Trust continues to strive to ensure we provide an equitable and rewarding workplace.

Declaration

I confirm 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.

Signed

Date

Paul Harris
CEO