



## TARKA LEARNING PARTNERSHIP GENDER PAY GAP REPORT 2020

### INTRODUCTION

In 2017 gender pay gap reporting was introduced for employers with 250 employees or more. Organisations with more than 250 staff are required to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

As an employer with more than 250 employees, the Tarka Learning Partnership (TLP) is required to publish its data findings annually, based on a snapshot data report taken on 31<sup>st</sup> March. All reporting employers are required to undertake work to narrow any identified gaps. The cycle will then continue year on year going forward with a requirement to maintain the data on our website for three years to show that progress is being made in narrowing the gap.

The Tarka Learning Partnership fulfilled its obligations in publishing its Gender Pay Gap report for 2019 and this is the report for 2020.

### EQUAL PAY AND GENDER PAY

The Equality and Human Rights Commission defines the difference between equal pay and the gender pay gap as follows:

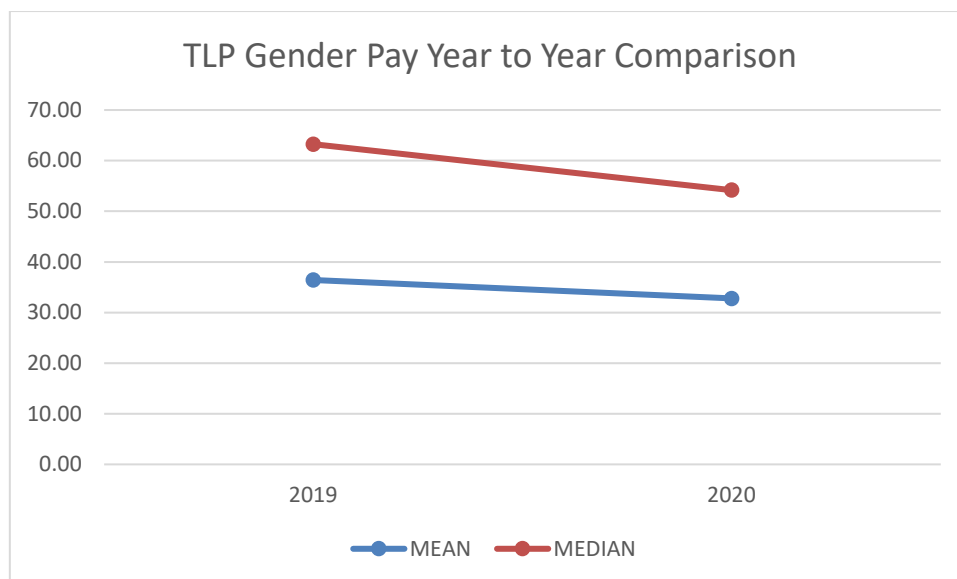
1. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
2. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

The Tarka Learning Partnership is committed to paying employees equally for the same or equivalent work, regardless of their gender (or any other characteristic detailed in the Equality Act). The Tarka Learning Partnership follows nationally negotiated and agreed pay scales which establish salaries for particular roles and has a pay policy which sets out how salary grades are assessed and applied.

### THE TRUST'S DATA

The data below represents the gender pay snapshot data for the Tarka Learning Partnership as at 31<sup>st</sup> March 2020.

Our mean pay gap is **32.79%** and our median is **54.17%** at 31<sup>st</sup> March 2020. In 2019 the Tarka Learning Partnership's mean pay gap was 36.42% and median was 63.25% which was our first year of reporting. **Therefore the Tarka Learning Partnership is reporting that the gender pay gap has narrowed from 2019 to 2020 and it is working towards further reducing the gap.**



According to the National Office of Statistics,

“The gender pay gap in the UK has been declining slowly over time; over the last decade it has fallen by approximately a quarter among full-time employees and by just over one-fifth among all employees.

In 2020, the gap among full-time employees fell to 7.4% from 9.0% in 2019. Among all employee it fell to 15.5%, from 17.4% in 2019.

The gender pay gap is higher for all employees than for each of full-time employees and part-time employees. This is because women fill more part-time jobs, which in comparison with full-time jobs have lower hourly median pay.”

This is based on the organisations who have reported their gender pay information at the date this report was written – (published 3<sup>rd</sup> November 2020).

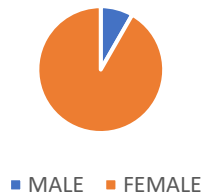
As part of the mandatory reporting process, employers are required to publish the gender pay gap within bonuses awarded. The Tarka Learning Partnership did not award bonuses in the reporting year and therefore will not be reporting on a bonus gender pay gap.

We are required to show the data in quartiles and for the Trust, the data is based on the 434 who were employed in March 2020, therefore each quartile has 108 or 109 employees. The Tarka Learning Partnership workforce as at 31<sup>st</sup> March 2020 was 83% female and 17% male.

## QUARTILES

	<b>MEN</b>	<b>WOMEN</b>
<b>Quartile 1</b> (lowest paid)	8.3%	91.7%
<b>Quartile 2</b>	8.3%	91.7%
<b>Quartile 3</b>	16.7%	83.3%
<b>Quartile 4</b> (highest paid)	34.9%	65.1%

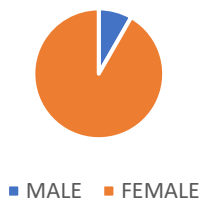
### Quartile 1



In quartile 1 are the following types of employment/job roles within the TLP:

Business administration apprentices, cleaners, meal time assistants, administration assistants (grade B), catering assistants, nursery assistants, invigilators, teaching assistants (grade B)

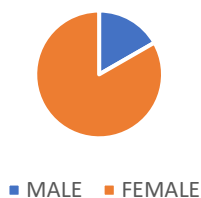
### Quartile 2



In quartile 2 are the following types of employment/job roles within the TLP:

Teaching Assistants (grade C), cover supervisors, administration staff (grade C and D)

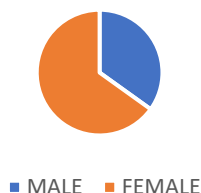
### Quartile 3



In quartile 3 are the following types of employment/job roles within the TLP:

School business managers, senior administrators, premises assistants, kitchen managers, teaching staff (up to UPS1)

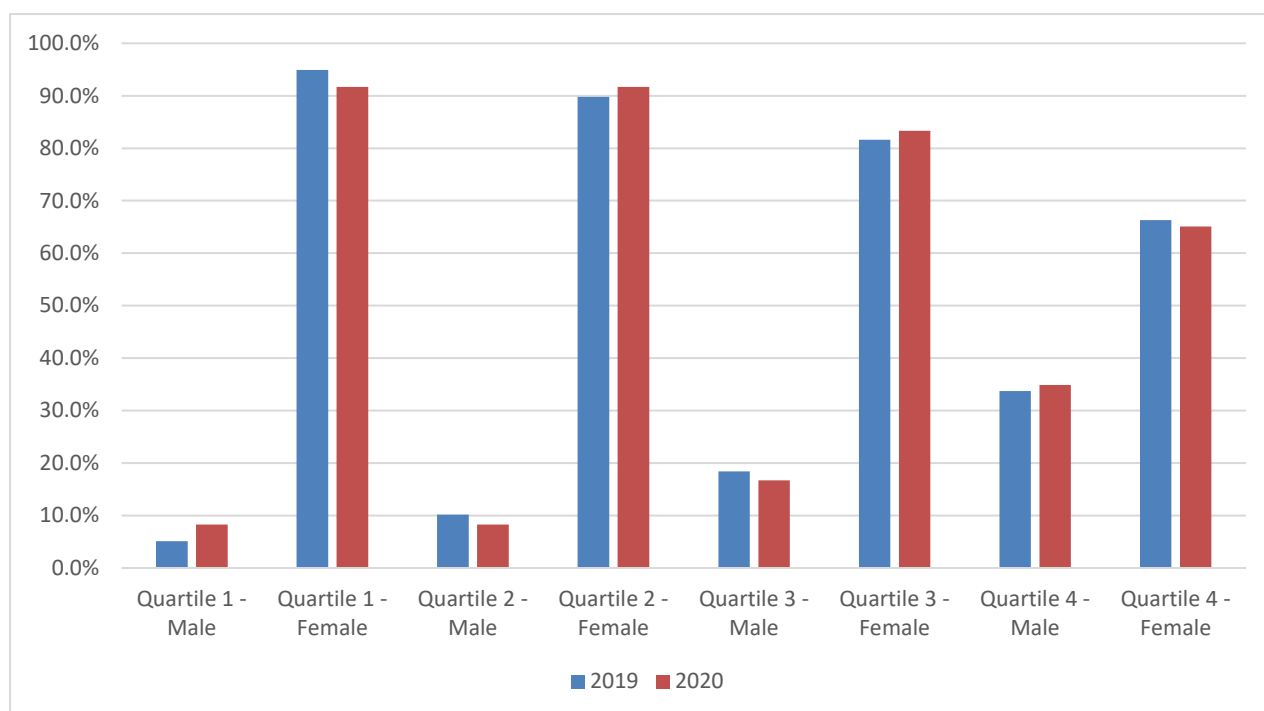
### Quartile 4



In quartile 4 are the following types of employment/job roles within the TLP:

Teaching staff (UPS2 and above), curriculum middle managers (department heads), senior leaders

## DATA COMPARISON BETWEEN 2019 AND 2020



The percentage split in each quartile is broadly similar to the previous year although there has been a slight increase in the number of male staff in quartile 1 (3.2%) although an increase in females in quartile 2 (1.9%). However in the lowest quartile and quartile 2 overall there has been an increase of males by 1.5% which will have contributed towards the reduction in the gender pay gap.

## WHY HAS THE TARKA LEARNING PARTNERSHIP GOT A GENDER PAY GAP?

The Tarka Learning Partnership does not pay men and women differently for equivalent work but it does employ considerably more women than men (83% of the workforce are female). The gender pay gap is the result of roles that more women than men perform and the salaries that these roles attract.

One of the reasons for a gender pay gap is that women are more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time and/or term-time only, and many of the jobs that are available across the UK on a part-time basis are relatively low paid. With 83% of the workforce being female, the median shows as a higher percentage than the mean as there are far more women than men in the lower paid half of the workforce.

Interestingly the National Office of Statistics reports on gender pay differences in occupation groups and whilst women hold 65% of professional roles in teaching and education, they are paid 6.3% less than their male colleagues.

## **ADDRESSING THE GENDER PAY GAP**

The Tarka Learning Partnership to be committed to reducing its gender pay gap.

We recognise that we cannot control career choices that individuals make in terms of their careers and job applications which might make our scope to act limited in some areas but we can take action to make sure we do not become complacent and accepting of our gender pay gap.

The Trust and schools within it will continue to monitor its recruitment and applications that are received in terms of the percentages of males and females applying for roles. Where necessary it may consider different ways of advertising to attract the appropriate balance of men and women.

As we raise the aspirations of our pupils, we too should raise the aspirations of the workforce and encourage Continuing Professional Development (CPD) opportunities for all staff so that they are prepared and equipped for when a promoted post becomes available.

When promotions are being recruited within the Trust we will continue to ensure the criteria being used is non-discriminatory and that we will consider flexibility and job sharing options to ensure opportunities, career development and promotions are attractive to women and men.

It is important that we consider women returning from maternity leave when they wish to reduce from full-time to part-time roles, that we do everything possible to maintain them in the same level of role and equivalent pay grade.

Through continued promotion of Equality and Diversity and training we will continue to dispel misperceptions and stereotypes to ensure women are as equally accepted in roles as men,

Whilst the Tarka Learning Partnership recognises that it may be a number of years before some of these actions have any impact, we are committed to reporting on an annual basis and being explicit about what we are doing to reduce the gender pay gap and the progress that we are making.

Jo Down

Human Resources Leader