



TARKA LEARNING PARTNERSHIP GENDER PAY GAP REPORT 2022

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 31st 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 has fulfilled its obligations in publishing its Gender Pay Gap report since 2019. This is the report for 2022.

EQUAL PAY AND GENDER PAY

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

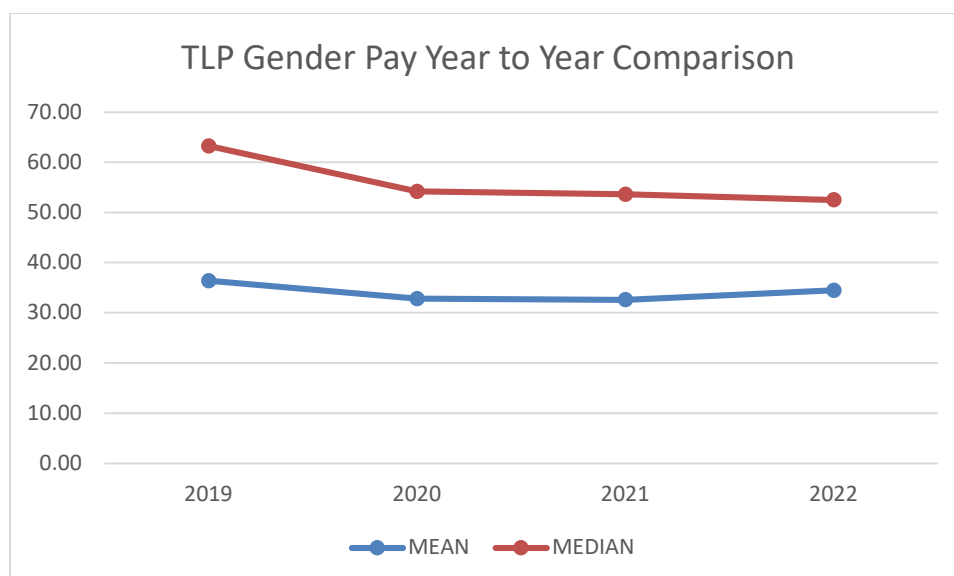
1. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
2. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed 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 31st March 2022.

Our mean pay gap is **34.49%** and our median is **52.51%** at 31st March 2022. In 2021 the Tarka Learning Partnership's mean pay gap was 32.62% and median was 53.63%. **Therefore the Tarka Learning Partnership is reporting that the mean gender pay gap has widened from 2021 to 2022 but the median has narrowed. The Trust is working towards reducing the gap.**



According to a report from the Local Government Association, “...the latest report from the Workforce Census is 2020 which states “In nursery and primary schools, female classroom and leadership teacher salaries have consistently been higher than male classroom teachers, whilst the reverse is true at secondary school level. The difference in pay is getting gradually smaller over time.”” The school workforce census report goes on to say “In 2020/21, in nursery and primary schools, female teachers were paid, on average £800 (2.4%) more than male teachers. In secondary schools, male teachers were paid, on average, £700 (1.7%) more than female teachers.”

However the National Office of Statistics also publishes gender pay gap information by occupation which contradicts the LGA report, although the National Office of Statistics data is from 2021. Below is data relevant to the Education sector published by the National Office of Statistics.

Role	Hourly pay (women)	Hourly pay (men)	Gender pay gap
Primary and nursery education teaching professionals	£23.08	£23.44	Women earn 1.5% less than men
Second education teaching professionals	£24.46	£25.44	Women earn 3.9% less than men
Teaching assistants	£10.43	£11.04	Women earn 5.5% less than men
Administrative occupations: Government and related organisations	£12.72	£13.75	Women earn 7.5% less than men
Cleaners and domestics	£9.27	£9.30	Women earn 0.3% less than men
Kitchen and catering assistants	£9.00	£8.91	Women earn 1% more than men
Meal Time Assistants (& crossing patrol occupations)	£9.78	£9.67	Women earn 1.1% more than men
Senior professionals of educational establishments	£31.99	£37.77	Women earn 15.3% less than men

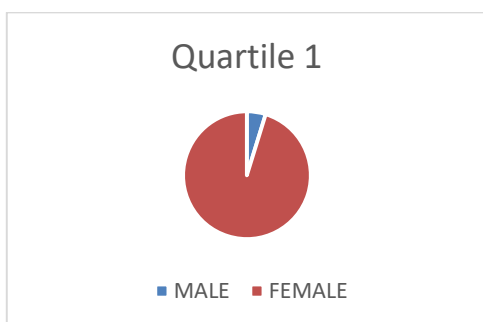
As part of the mandatory reporting process, employers are required to publish the gender pay gap within bonuses awarded. The Tarka Learning Partnership did not award bonuses in the reporting year and therefore will not be reporting on a bonus gender pay gap.

Employers are required to show the data in quartiles and for the Trust, the data is based on the 495 who were employed in March 2022, therefore each quartile has 124 or 123 employees. The Tarka Learning Partnership workforce as at 31st March 2022 was 84% female and 16% male. Whilst last year the Trust had 507 employees employed at the same time, the percentage split between male and female was exactly the same.

QUARTILES

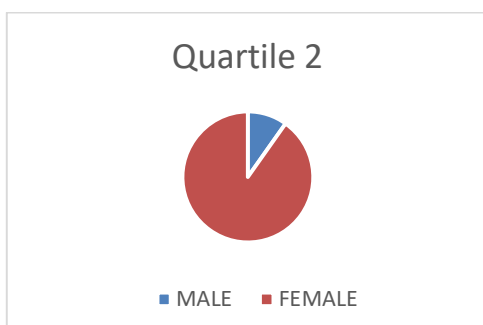
	MEN 2021	MEN 2022	WOMEN 2021	WOMEN 2022
Quartile 1 (lowest paid)	4.7%	4.8%	95.3%	95.2%
Quartile 2	9.5%	9.8%	90.5%	90.2%
Quartile 3	15.0%	14.5%	85.0%	85.5%
Quartile 4 (highest paid)	33.1%	34.7%	66.9%	65.3%

Whilst the percentages are broadly the same as the previous year in each of the quartiles, in Quartile 4 (highest paid) there has been an increase of 1.6% of men in this group, which would explain the increase to the mean pay gap figure for the Trust.



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

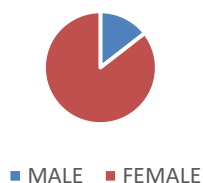
Business administration apprentices, cleaners, meal time assistants, administration assistants (grade B), catering assistants, nursery assistants, invigilators, teaching assistants (grade B)



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), caretakers

Quartile 3

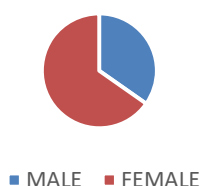


In quartile 3 are the following types of employment/job roles within the TLP:

School business managers, senior administrators, premises assistants, kitchen managers, teaching staff.

Due to the split of the quartiles, UPS1 staff fall within this quartile and quartile 4.

Quartile 4



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

Teaching staff (UPS1 - 2 and above), curriculum middle managers (department heads), senior leaders.

Due to the split of the quartiles, UPS1 staff fall within this quartile and quartile 4.

COMPARISON WITH OTHER MULTI ACADEMY TRUSTS

Below is a table which compares the Tarka Learning Partnership gender pay gap with other South West based multi academy trusts.

Employer	Employer size	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay quartile	% Women in lower middle pay quartile	% Women in upper middle pay quartile	% Women in top pay quartile
Wave Multi Academy Trust	250 to 499	17.2	37.1	79.5	74.7	67.5	59.8
Horizon Multi Academy Trust	250 to 499	26.8	27.5	90.8	96.6	89.9	81.5
Athena Learning Trust	500 to 999	18.5	40.7	91.8	70.7	64.8	60.2
Dartmoor Multi Academy Trust	500 to 999	16.5	45.1	91.5	78.3	76.6	67.2
Ventrus Ltd	500 to 999	21.1	30.8	89.4	89.2	79.2	71.7
Tarka Learning Partnership	500 to 999	32.6	53.6	95.3	90.5	85	66.9
The Ted Wragg Multi Academy Trust	1000 to 4999	20.2	43.4	83.6	80.2	84.4	69.1
Westcountry Schools Trust	1000 to 4999	19	42.4	84	81.6	73.1	63.6

Of the Trusts that have been compared, the Tarka Learning Partnership has the highest Mean and Median gender pay gap. In order to try to understand why this is, the reports from the other Trusts have been analysed (where they have been published with a narrative). One key finding from these reports is that these organisations have lower percentages of female employees in their workforces. For example, Athena Learning Trust's workforce is 71.84% female and likewise Dartmoor 78.4%, compared to 84% female employees in the TLP.

It is also clear from this table that the Trust has the highest percentage of female employees in the lower pay quartile and second highest in the lower middle quartile. Where the Horizon Multi Academy Trust also has high percentages of females in the lowest quartiles, overall they have a much more even percentage profile across all pay quartiles.

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 (84% 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, and the Trust has high numbers of women fulfilling the roles in the lowest pay quartiles.

ADDRESSING THE GENDER PAY GAP

The Tarka Learning Partnership to be committed to reducing its gender pay gap and will be actively pursuing this agenda in the next year to address the issues identified in this report as the Trust has not seen the narrowing of the gap that it had hoped to over a period of time.

The Trust is committed to the development of women in the Trust and is actively supporting individuals within the Trust to pursue leadership roles, through Leadership Development CPD and coaching, as well through appraisals and performance management.

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. To help ensure this is the case there will be a project to work with Senior Leaders in schools to address barriers in the recruitment processes which might be continuing to enable roles and positions to be filled by one gender or another. Where necessary the Trust and its schools may consider different ways of advertising and recruiting to attract the appropriate balance of men and women.

Also through continued promotion of Equality and Diversity and training we will continue to dispel misperceptions and challenge stereotypes to ensure all people are treated equally regardless of gender, as well as all the other characteristics which are protected under the Equality Act.

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.

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