



## TARKA LEARNING PARTNERSHIP GENDER PAY GAP REPORT 2023

### INTRODUCTION

As an organisation employing over 250 people, 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 has fulfilled its obligations in publishing its Gender Pay Gap report since 2019. This is the report for 2023.

### EQUAL PAY AND GENDER PAY

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

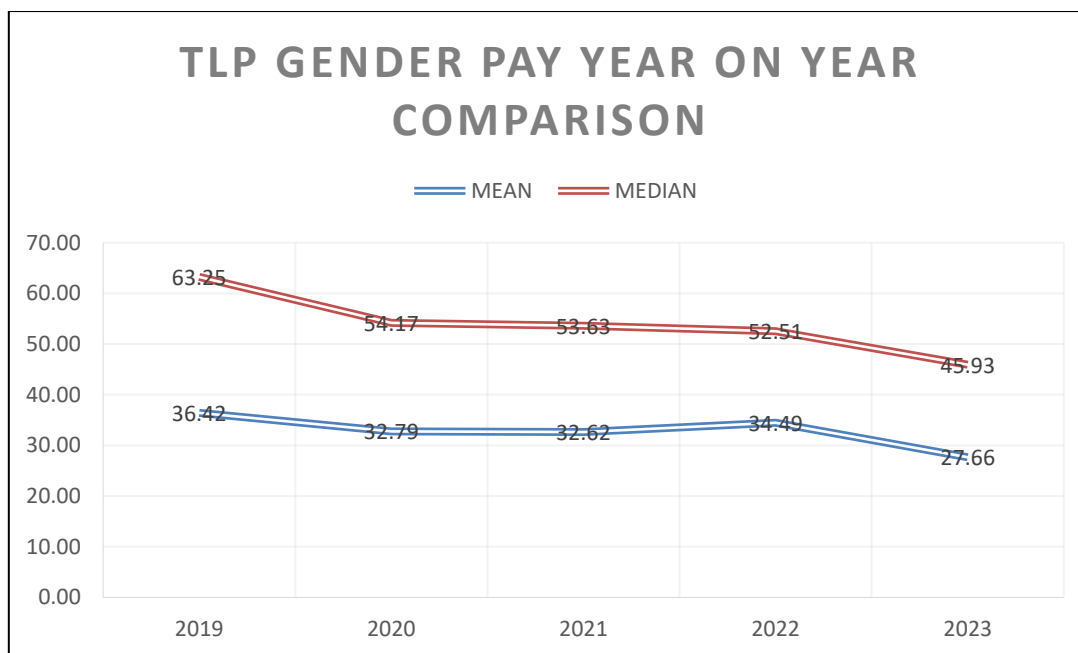
1. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
2. The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed 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 2023.

Our mean pay gap is **27.66%** and our median is **45.93%** as at 31<sup>st</sup> March 2023. In 2022 the Tarka Learning Partnership's mean pay gap was 34.49% and median was 53.63%. In 2021 it had been 32.62% and median of 53.63%. Therefore the Tarka Learning Partnership is reporting that the mean and median gender pay gap has narrowed from the 2022 to 2023. The gender pay gap for the Tarka Learning Partnership is at its lowest since it has started reporting in 2019, but it is continuing to work towards reducing the gap.



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.

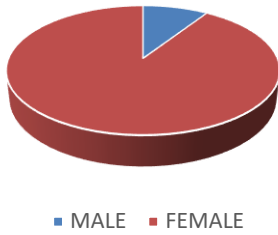
## QUARTILES

Employers are required to show the data in quartiles and for the Trust, the data is based on the 524 who were employed in March 2023, therefore each quartile has 131 employees. The Tarka Learning Partnership workforce as at 31<sup>st</sup> March 2023 was 84% female and 16% male. On 31<sup>st</sup> March 2022, the Trust employed 495 employees and in 2021 507 employees were employed at the same time. The percentage split between male and female has been exactly the same for all 3 years.

	<b>MEN 2022</b>	<b>MEN 2023</b>	<b>WOMEN 2022</b>	<b>WOMEN 2023</b>
<b>Quartile 1</b> (lowest paid)	4.8%	9.2%	95.2%	90.8%
<b>Quartile 2</b>	9.8%	9.2%	90.2%	90.8%
<b>Quartile 3</b>	14.5%	16%	85.5%	84%
<b>Quartile 4</b> (highest paid)	34.7%	31.3%	65.3%	68.7%

Compared to previous years, there has been a noticeable increase in the percentage of men in the lower quartile (Quartile 1) and a reduction in the number of men in upper quartile (4). This will explain the narrowing of the gender pay gap as in previous years there were very few men in the Quartile 1 and the greatest proportion of male employees in the highest paid quartile.

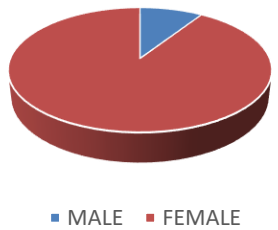
### Quartile 1



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

Cleaners, meal time assistants, administration assistants (grade B), catering assistants, nursery assistants, invigilators, teaching assistants (grade B). This quartile also includes the bottom point of C grade positions such as TAs and other support staff roles.

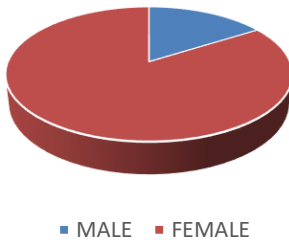
### Quartile 2



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

Teaching Assistants (grade C in the upper points of the range), cover supervisors, administration staff (grade C and D), caretakers (lower points of grade D post holders).

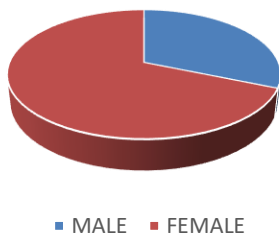
### Quartile 3



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

Grade D postholders on the higher scale points; caretakers, learning mentors, School business managers, senior administrators, 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 3), curriculum middle managers (department heads), senior leaders.

## NATIONAL FINDINGS

Occupational segregation is a real issue within the school sector. To some extent tackling this will require a system-wide approach given that pay and terms and conditions are often set at national level with teachers and support staff having different pay structures.

The overall *mean* pay gap for the school sector is 17.9% but there is a broad range being reported from -26% where women were paid more than men, to 86%. The most common pay gap range is 10-19.9%.

The *median* gender pay gap is the difference between the middle of the distribution in the hourly earnings of men and women (the middle being when half men/women earn more and half less than the median).

On average, women were paid 27.6% less than men. Whilst the overall median gender pay gap for the schools' sector is 27.6%, there is a broad range with values varying between -36% (women were paid more than men) and 87%. The most common pay gap range is 20-29.9%.

## ROLES

The National Office of Statistics provide gender pay information by occupation. The following is information relevant to the education sector.

Role	Hourly pay (women)	Hourly pay (men)	Gender pay gap
Primary and nursery education teaching professionals	£25.53	£25.79	Women earn 1% less than men
Secondary education teaching professionals	£26.11	£27.28	Women earn 4.3% less than men
Teaching assistants	£12.34	£12.23	Women earn 0.9% more than men
Administrative occupations: Government and related organisations	£14.23	£14.56	Women earn 2.3% less than men
Cleaners and domestics	£10.90	£10.96	Women earn 0.5% less than men
Kitchen and catering assistants	£10.64	£10.54	Women earn 0.9% more than men
Education managers	£21.44	£27.47	Women earn 22% less than men

## 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 . Only a small number of South West based trusts have submitted their gender pay information at the time of writing this report.

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
<b>Tarka Learning Partnership</b>	<b>500 to 999</b>	<b>27.66</b>	<b>45.93</b>	<b>90.8</b>	<b>90.8</b>	<b>84</b>	<b>68.7</b>
Ventrus Ltd	500 to 999	25.3	33.2	90.1	89.2	80.7	68
Horizon Multi Academy Trust	250 to 499	15.6	12	91.7	96.4	92.9	86.9
The Ted Wragg Multi Academy Trust	1000 to 4999	16.1	28.4	81.6	80.4	71.3	63.4

Of the Trusts that have been compared, the Tarka Learning Partnership has the highest Mean and Median gender pay gap. In previous years, the TLP has found that it has a high percentage of female employees compared to other Trusts however there is no narrative on this year's Trusts that have reported to date to validate this assumption.

Below is a comparison with Trusts which are broadly the same size as the Tarka Learning Partnership

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
<b>Tarka Learning Partnership</b>	<b>500 to 999</b>	<b>27.66</b>	<b>45.93</b>	<b>90.8</b>	<b>90.8</b>	<b>84</b>	<b>68.7</b>
Southend East Community Academy Trust	250 to 499	19.3	29.2	89.4	85.6	75.1	68.2
The Circle Trust	500 to 999	6.7	28.5	90.2	80.2	71.9	76.9
South Bank Multi Academy Trust	250 to 499	16.6	17.9	83.9	78.1	73.7	66.2

#### **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 has a continued commitment to reducing its gender pay gap and will be pursuing this agenda in the next year to address the issues identified in this report. Whilst the Trust has seen the gender pay gap narrow this year, it will continue to work towards the gap being reduced through the following measures.

- The development of women in the Trust - actively supporting individuals within the Trust to pursue leadership roles, through Leadership Development CPD and coaching, as well through appraisals and performance management.
- 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.
- 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.
- Careful consideration of flexible working requests from employees in all roles to support career advancement at the same time as enabling staff to balance their home life commitments. This will also include women returning from maternity leave and requests to return from full to part-time roles to try to ensure they maintain the same level of role and equivalent pay grade.
- Recruitment processes and practices will be scrutinised to ensure all roles attract the appropriate balance of men and women and that women are not pigeon-holed into certain roles or prevented from accessing others.

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**