TARKA LEARNING PARTNERSHIP GENDER PAY GAP REPORT 2024

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 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 2024.

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.

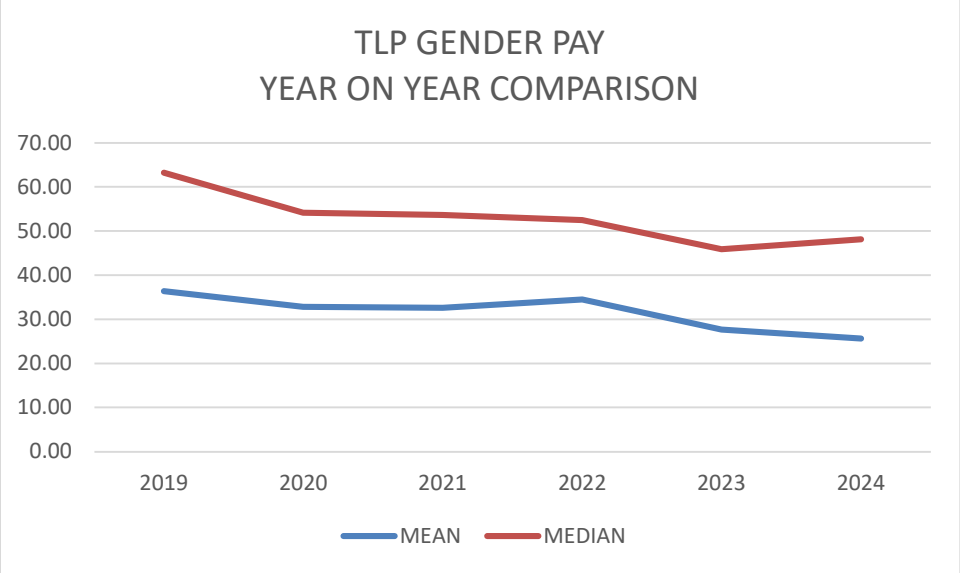
THE TRUST'S DATA

The data below represents the gender pay snapshot data for the Tarka Learning Partnership as at 31st March 2024.

Our mean pay gap is **25.63%** and our median is **48.14%** as at 31st March 2024. Below is a summary table of the gender pay gap figures for the Tarka Learning Partnership since 2021.

YEAR	MEAN	MEDIAN
2024	25.63%	48.14%
2023	27.66%	45.93%
2022	34.49%	53.63%
2021	32.62%	53.63%

The Tarka Learning Partnership is reporting that the mean gender pay gap has narrowed from the 2023 to 2024, although the median has been extended. The mean 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.

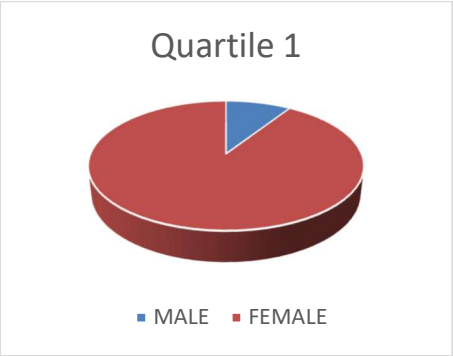
QUARTILES

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 2024, therefore each quartile has 131 employees. The Tarka Learning Partnership workforce as at 31st March 2024 was 83% female and 17% male. In 2023, the workforce was 84% female and 16% male.

	MEN 2022	MEN 2023	MEN 2024	WOMEN 2022	WOMEN 2023	WOMEN 2024
Quartile 1 (lowest paid)	4.8%	9.2%	9.1%	95.2%	90.8%	90.9%
Quartile 2	9.8%	9.2%	9.9%	90.2%	90.8%	90.1%
Quartile 3	14.5%	16%	16.8%	85.5%	84%	83.2%
Quartile 4 (highest paid)	34.7%	31.3%	32.3%	65.3%	68.7%	67.7%

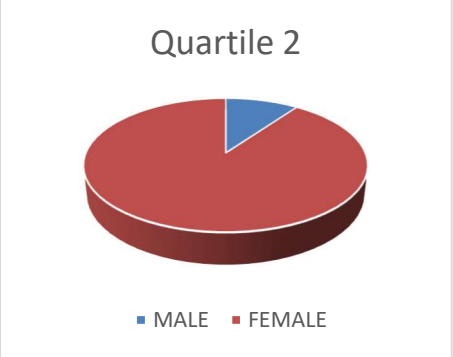
The slight increase in the percentage of men in quartiles 1 and 2 (0.6%) will explain the narrowing of the mean gender pay gap. However the greatest proportion of male employees remains in the

highest paid quartile and there has been a 1% reduction in the number of women in quartile 4 which will have impacted the median pay gap in a negative way from 2023 to 2024.



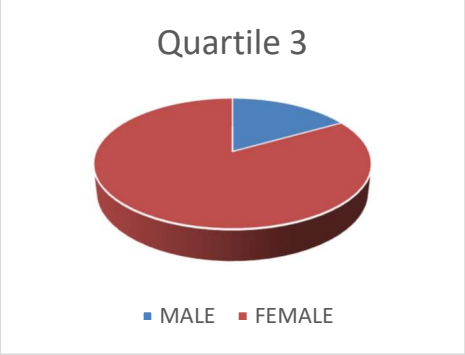
In quartile 1 are the following types of employment/job roles within the TLP:

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.



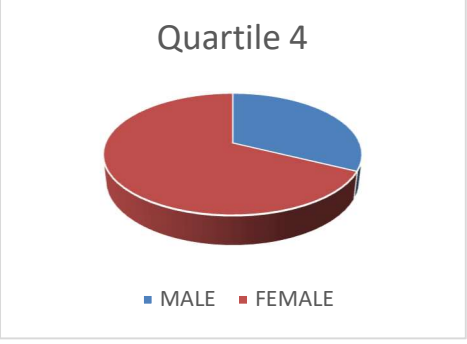
In quartile 2 are the following types of employment/job roles within the TLP:

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).



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

The highest scale point of Grade D postholders; caretakers, learning mentors, School business managers, senior administrators, kitchen managers, main grade teaching staff.



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.

COMPARISON WITH VENTRUS MULTI ACADEMY TRUST

Below is a table which compares the Tarka Learning Partnership gender pay gap with Ventrus.

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
Tarka Learning Partnership	**500 to 999**	**25.63**	**48.14**	**90.9**	**90.1**	**83.2**	**67.7**
Ventrus	500 to 999	22.1	37.9	87.7	85.1	82.3	65.2

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 (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, 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 pursue this agenda when the new Trust is formed. Whilst the Trust has seen the mean 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.

It is recognised 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