

**Tove Learning Trust
Gender Pay Gap Report 18 19**

Tove Learning Trust is required by law to publish an annual gender pay gap report. This is its report for the data from April 18 to March 19.

Band	Males	Females	Pay quartiles by gender
A	42%	58%	Includes all employees whose standard hourly rate places them above the upper quartile
B	25%	75%	Includes all employees whose standard hourly rate places them in the upper middle quartile
C	20%	80%	Includes all employees whose standard hourly rate places them in the lower middle quartile
D	13%	87%	Includes all employees whose standard hourly rate places them at or below the lower quartile

	2018 19	2017 18	2016 17
Mean gender pay gap	22.2%	17.8%	16.1%
Median gender pay gap	35.7%	32.8%	26.6%
Size of Organisation	Over 499 staff	250 to 499 staff	Below 250 staff

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of Tove Learning Trust's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work
- work rated as equivalent under a job evaluation scheme or
- work of equal value.

Tove Learning Trust is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals
- operates a fair and consistent process for performance management reviews
- evaluates job roles and pay grades as necessary to ensure a fair structure
- appoints the best candidate for the role regardless of any of the protective characteristics listed above.

Tove Learning Trust is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Tove Learning Trust's workforce profile depicts that the majority of the teaching and support staff are women, even in the highest paid quartile which includes the central staff, headteachers and senior teams. Of the five schools that exist within the trust in this data collection period, 3 of the 5 headteachers are women.

This can be seen above in the table depicting pay quartiles by gender. This shows Tove Learning Trust's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the highest-paid 25% of employees (the upper quartile) and Band D covering the lowest-paid 25% (the lower quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. Within TLT, 58% of the employees in Band A are women and 48% men. The percentage of male employees further decreases throughout the remaining Bands, from 25% in Band B to 13% in Band D. Despite this the gender pay gap is growing.

Although both the mean and the median gender pay gaps have increased over the past three years, this has been a period of rapid growth for the trust and each year there are differing numbers of schools within the data. Each time a school joins the trust it inherits their previous structure which will have been structured in a way that is not in line with how Tove Learning Trust approaches this issue.

How does Tove Learning Trust's gender pay gap compare with that of other educational organisations?

Schools have some of the worst gender pay gaps, so we are pleased to be able to say that Tove Learning Trust's gap compares favourably with that of many other educational trusts. One trust in Cornwall that has 8 schools has a GPG of 59.8% in 2018. Another in Dorset has a GPG of 55%.

At 35.7%, TLT's median gender pay gap is, therefore, significantly lower than that for similar size trusts in the education sector.

The mean gender bonus gap and the median gender bonus gap for TLT is zero, reflecting our existing policy of not paying bonuses to individual members of staff.

What is Tove Learning Trust doing to address its gender pay gap?

Tove Learning Trust is committed to doing everything that it can to reduce the gap. However, the Trust also recognises that its scope to act is limited in some areas.

To date, the steps that the Trust is taking and has taken to promote gender diversity in all areas of its workforce include the following:

- **starting to create an evidence base** to identify any barriers to gender equality and inform priorities for action, TLT will next year introduce gender monitoring to understand:
 - the proportions of men and women applying for jobs and being recruited
 - the proportions of men and women applying for and obtaining promotions
 - the proportions of men and women leaving the organisation and their reasons for leaving
 - the numbers of men and women in each role and pay band

- take-up of flexible working arrangements by gender and level within the organisation
- the proportion of men and women who return to their original job after a period of maternity or other parental leave and
- the proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave.

Among other things, we anticipate this data will highlight a high level of take-up of flexible working arrangements at all levels by female staff, as well as a high number of female employees who return to work with us at the end of maternity leave.

- **Flexible working policy.** Tove Learning Trust's flexible working policy makes it clear that employees in all areas and levels of the organisation will be considered for flexible working regardless of their role and level of seniority.
- **Special Leave.** Tove Learning Trust has a generous policy for supporting colleagues with balancing the challenges of family life with the intense working pattern that exists within education.

None of these initiatives will, of itself, remove the gender pay gap and it may be several years before some have any impact at all. In the meantime, Tove Learning Trust is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

As previously stated, Tove Learning Trust has plans to extend its evidence-gathering to include qualitative data to help us understand why the gap is increasing despite our efforts. It will do this through a consultation exercise across all areas and levels of the organisation to identify the barriers (and the drivers) for women employees.

I, **Jamie Clarke, Chief Executive Officer of Tove Learning Trust**, confirm that the information in this statement is accurate.

Signed



Date

29th March, 2020