

Gender Pay Gap Report 2021-22

Tove Learning Trust is required by law to publish an annual gender pay gap report. This is its report for the data from April 2021 to March 2022.

Band	Males	Females	Pay quartiles by gender
A	17%	83%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	22%	78%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	24%	76%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	37%	63%	Includes all employees whose standard hourly rate places them above the upper quartile

	2021/22	2020/21	2019/20	2018/19	2017/18
Mean Gender Pay Gap	22.67%	23.02%	19.25%	22.20%	17.81%
Median Gender Pay Gap	25.36%	26.99%	26.16%	35.68%	32.80%
Size of Organisation	More than 499	More than 499	More than 499	More than 499	Between 250 to 499

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;
- provides regular equal pay training for all managers and other staff members who are involved in pay reviews; and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

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 ten schools that exist within the trust in this data collection period, seven of the ten 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 lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper 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. However, within Tove Learning Trust, 83% of the employees in Band A are women and 17% men. The percentage of male employees increases throughout the remaining Bands, from 22% in Band B to 24% in C and 37% in D.

The mean and the median gender pay gaps have increased historically, due to a period of rapid growth for the trust and there being differing numbers of schools within the data. We were pleased to report a reversal of this trend in 2019/20 figures. However, we have reported an increase again last year, 2020/21 data, which was attributed to the fact that two primary schools had joined the trust during that time, both with a predominantly female workforce. This year, we are pleased to report a decrease.

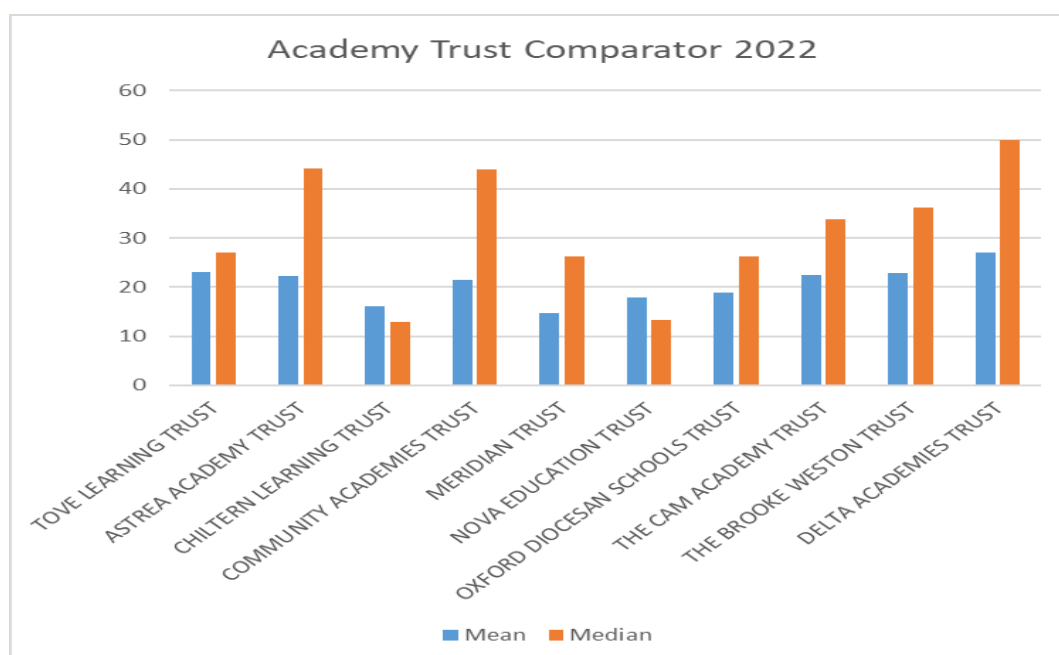
How does Tove Learning Trust's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and the national mean pay gap is 16.1%. Tove Learning Trust's gap has decreased by 0.35% on last year showing a reversal of trend in comparison to the whole economy as the mean gender pay gap for the whole economy, increased by 1.5% (according to the April 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures).

The median weekly pay for full-time employees for the whole economy increased by 5.0% and continues the upward trend seen before the Covid19 pandemic. Tove Learning Trust's median percentage decreased by 1.63%, which is reflective of the national increase (according to the April 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures).

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

Data provided for the sector by the DfE and nine Academy Trusts of a similar size were used to compare the gender pay gap at Tove Learning Trust with other similar organisations within the education sector.



The mean gender pay gap for the education sector (according to the DfE Gender Pay Gap 2022 Report figures) is 3.9%. At 22.67%, Tove Learning Trust's mean gender pay gap is, therefore, significantly higher than that for our sector overall. However, the comparator data shows that whilst Tove Learning Trust is in the higher band of the data provided, it is of a similar level to many of the Academy Trusts it is compared to.

The median gender pay gap for the education sector (according to the DfE 2022 figures) is 4.9%. At 25.36%, Tove Learning Trust's median gender pay gap is, therefore, also significantly higher than that for our sector overall, but is lower than that of many of the comparison Academy Trusts and has shown a decrease of 1.6% over the year.

The trust does not operate a bonus scheme and therefore, has no gender bonus gap.

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

Tove Learning Trust recognises that there is more work to do to address the gender pay gap within the organisation and it is committed to doing everything that it can to reduce the gap. However, Tove Learning Trust also recognises that its scope to act is limited in some areas.

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

- Creating an evidence base: To identify any barriers to gender equality and inform priorities for action, in 2021 Tove Learning Trust introduced gender monitoring to understand the proportions of men and women leaving the organisation;

Reason for Leaving	Female	Male
Death in Service	0.00%	0.00%
Dismissal	0.77%	0.00%
End of fixed term contract	6.56%	1.93%
Redundancy	0.77%	0.39%
Retirement	3.47%	0.77%
TUPE transfer	5.79%	0.00%
Voluntary Resignation	60.23%	19.31%
Grand Total	77.61%	22.39%

- The results of this analysis are reflective of the predominantly female workforce that exists within the trust. Qualitative data to determine the reasons why male staff are leaving is required to be able to inform actions required to retain these members of staff.
- The trust continues to review and revise all policies as and when appropriate. The flexible working policy is revised on an annual basis to ensure that employees requesting flexible working will be considered regardless of their role and level of seniority, or contracted hours, ensuring that flexible working is not limited to part-time working.
- 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.
- Implementation of a new HR System that will enable improved tracking and reporting to create an evidence base to identify any barriers to gender equality and inform priorities for action in relation to the following:
 - the proportion of men and women who return to their original job after a period of maternity or other parental leave;
 - 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;
 - the proportions of men and women applying for jobs and being recruited;
 - the proportions of men and women applying for and obtaining promotions; and
 - the proportions of men and women leaving the organisation and their reasons for leaving; and
 - take-up of flexible working arrangements by gender and level within the organisation.

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.

Right now, Tove Learning Trust has plans to extend its evidence-gathering to include qualitative data.

In the coming year, Tove Learning Trust is committed to:

- The introduction of a staff survey to gather further qualitative data to identify the barriers (and the drivers) for women employees.

Any further initiatives launched throughout the year will be reported on the company intranet.

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

Signed



Dr Jamie Clarke
CEO Tove Learning Trust

Date: 24/03/2023