



TRUST IN LEARNING (ACADEMIES)

GENDER PAY GAP REPORT 2018/19



Calculations and Figures

1. Mean Gender Pay Gap

Difference between the mean (average) hourly rate that Male and Female full pay employees receive

For TiLA is 19.7%

2. The median Pay gap percentage is

Difference between the median (out of all staff of that gender, what is the middle hourly pay rate) hourly rate for Male and Female employees.

For TiLA this is 16.2%

3. The mean bonus gender pay gap

For TiLA is 0%

4. The median bonus gender pay gap

For TiLA is 0%

5. Quartile pay bands

This calculation shows the percentage of male and female (full – pay equivalent) employees in four quartile pay bands. This is done by listing everyone from the lower paid staff to the highest in pay order and then splitting them into four equal groups. The percentage of men and women in each group is then reported below.

Gender	Percentage of Staff in Lower quartile	Percentage of Staff in Lower Middle quartile	Percentage of Staff in upper middle quartile	Percentage of Staff in upper quartile
FEMALE	78.3	79.3	77.7	79.12
MALE	21.7	20.7	22.3	20.88

Explanation

These figures are about distribution of posts filled by female and males across all schools in TiLA

TiLA employ more female than male staff, which is consistent across the State Education Sector.

There are no differences in pay rates between male and female staff as we pay all staff on the same pay scales, set nationally.

The gender pay gap is calculated using the mean and median hourly pay rates and shows that more women work in the lower quartiles and pay than males. This is unsurprising as Education does not have many males working in SMSA (Dinner / lunchtime assistant roles) in classroom or admin roles, these are traditionally filled by females.

The quartile differentials show a consistent gender split across the pay range which demonstrates a consistent gender recruitment split. It does not show that Males occupy a disproportionately high percentage of higher paid posts, which is better than the national average picture.