

Gender Pay Gap Figures

The figures are taken at 05/04/2020, which is the statutory snapshot date. The data includes staff working in the Trusts' Academies at Abbey Park School, Lydiard Park Academy and Red Oaks Primary School in Swindon.

At this date The Park Academies Trust employed 314 full pay relevant staff of which 76% are female and 24% are male.

Mean Pay Gap Figures

The mean figure is the difference between the average hourly rate of pay that male and female full-pay relevant employees receive:

The mean gender pay gap as a % of men's pay is 28.54%.

This shows that the average female employee would earn 71p for every £1 earned by a male employee.

Median Pay Gap Figures

The median figure is the difference between the midpoint hourly rates of male and female full pay relevant employees

The median gender pay gap as a % of men's pay is 39.81%.

This indicates that for every £1 a male employee earns the average female employee would earn 60p.

Bonus Pay Gap Information

No bonus was paid in the period in question.

Quartile Bands Gender Information

This calculation shows the proportions of male and female full pay relevant employees in four quartile pay bands.

	Quartiles			
	Upper	Upper Middle	Lower Middle	Lower
Males	41%	25%	19%	10%
Females	59%	75%	81%	90%

There is a higher proportion of females in every quartile as there are more female staff overall, however the percentage gap narrows slightly in the upper quartile.

There has been an increase in the number of females in the Upper and Lower Middle quartiles and a decrease in the number of males. The number of males in the Upper Middle and Lower has increased and the number of females has decreased.

Further analysis Mean and Median Pay Gap – Support Staff

142 full pay relevant support staff were included in these calculations, of which 87% are female and 13% are male. Of the support staff 77% of females and 33% of males are part time.

The support staff mean pay gap as a % of men's pay is 21%. This indicates that the average female employee would earn 79p for every £1 earned by a male employee.

The support staff median pay gap as a % of men's pay is 7% signifying that the average female employee would earn 93p for every £1 earned by a male employee

Mean and Median Pay Gap – Teaching Staff

172 full pay relevant teaching staff were included in these calculations, of which 67% are female and 33% are male. Of the teaching staff 38% of females and 9% of males are part time.

The teaching staff mean pay gap as a % of men's pay is 12%. This shows that the average female employee would earn 88p for every £1 earned by a male employee.

The teacher's median pay as a % of men's pay is 6% which shows that the average female employee would earn 94p for every £1 earned by a male employee.

Further Comments

The overall mean and median gender pay gap figures are directly influenced by the high numbers of female staff in support roles compared to male staff and the concentration of part time females in the two lowest quartiles.

TPAT is confident that the issue is not one of equal pay as the Trust continues to pay all teachers on nationally agreed pay rates and pays support staff in line with specified and advertised pay rates.

Key Issues

TPAT, along with many other educational establishments, has a high percentage of female staff who are part time and employed in support staff roles, which are in general lower paid than teaching roles. Our detailed figures, broken down between support and teaching staff, are in line with Office for National Statistics Data in March 2019 which shows that females working in the educational sector earn on average 25.9% less than males, a slight decrease from ONS figures in 2018.

The figures are also influenced by the fact that the highest paid staff in both support and teaching roles are male.

Response to Gender Pay Gap data

At TPAT there is a commitment to providing equal opportunities to everyone within our learning community. This commitment is and will continue to be considered at all times, both in selection and in staff progression.

In particular the Trust has regard for the high percentage of females in the Lower Middle and Lower quartiles, and will continue to review how we encourage the progression of female staff into the Upper Middle and Lower Middle quartiles as well as into higher paid Senior Leadership positions (for example Heads of Department/Heads of Year, where females make up the majority of staff) in the Upper quartile.

With the addition of new schools, the Trust will ensure benchmarking and consistency in approach across all Academies in our remit.