

Gender Pay Gap Figures

The figures are taken at 04/04/2022, which is the statutory snapshot date. The data includes staff working in the Trusts' Academies at Abbey Park School, Lydiard Park Academy, Red Oaks Primary School and Orchid Vale Primary schools in Swindon.

At this date The Park Academies Trust employed 426 full pay relevant staff of which 82% are female and 18% are male.

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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 31.89%. This shows that the average female employee would earn 68p 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 23.61%. This indicates that for every £1 a male employee earns the average female employee would earn 76p.

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.

	Male %	Female %
Upper Quartile	28.30%	71.70%
Upper Middle Quartile	24.30%	75.70%
Lower Middle Quartile	16.82%	83.18%
Lower Quartile	0.94%	99.06%
Total	17.61%	82.39%

There is a higher proportion of females in every quartile due to there being more female staff overall.

There has been a decrease in the number of males in all quartiles. The trust has acquired a new school since the last snapshot date, and the school has a much lower percentage of males overall.

Further analysis Mean and Median Pay Gap – Support Staff

Support Staff 223 full pay relevant support staff were included in these calculations, of which 93% are female and 7% are male.

Of the support staff 85% of females and 38% of males are part time.

The support staff mean pay gap as a % of men's pay is 23%. This indicates that the average female employee would earn 77p 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

Teaching Staff 203 full pay relevant teaching staff were included in these calculations, of which 71% are female and 29% are male.

Of the teaching staff 35% of females and 3% of males are part time.

The teaching staff mean pay gap as a % of men's pay is 10%. This shows that the average female employee would earn 90p for every £1 earned by a male employee.

The teacher's median pay as a % of men's pay is 7% which shows that the average female employee would earn 93p 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.

It is noted that the number of females in senior roles has increased and over 2/3 of the highest paid staff are female.

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.