TYNE COAST ACADEMY TRUST

GENDER PAY GAP REPORTING MARCH 2025 (Snapshot date 31 March 2025)

1. Introduction and Legislation

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 Tyne Coast Academy Trust (TCAT) has a legal duty to report on gender pay. The purpose of gender pay reporting is to show the difference between the average earnings of men and women.

The regulations require the Trust to publish key information based on an agreed methodology. Annex A details the calculations that have been used as per the guidance supporting the regulations.

The regulations detail that there are six calculations that the Trust is required to report on. They are:

- Average gender pay gap as a mean average;
- Average gender pay gap as a median average;
- Average bonus gender pay gap as a mean average;
- Average bonus gender pay gap as a median average;
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment;
- Proportion of males and females when divided into four groups ordered from lowest to highest pay.

2. What is a Gender Pay Gap?

Gender pay differs from equal pay.

Whilst equal pay deals with the differences between men and women who carry out the same jobs, similar jobs or work of equal value, the gender pay gap shows the differences in the average pay between men and women.

3. Scope of Report

- The data for this exercise has been taken from March 2025's payroll which includes the snapshot date of 31 March 2025.
- The data includes all employees who are paid on a substantive or fixed term basis as well as casual employees.
- For casual staff who do not have a regular number of weekly working hours, the hourly rate was calculated using the hours worked in February and paid in March.
- The data includes basic pay, any allowances and any additional payments

- The data does not include overtime pay, redundancy or termination payments, or non-cash benefits such as those paid through salary sacrifice.
- For the purposes of this report (as specified in the regulations) a pay period of one month equates to 30.44 days.
- The regulations create two categories of people that need to be taken into account in gender pay reporting: **relevant employees** and **relevant full-pay employees**.
- A **relevant employee** is each individual job-holder.
- A **relevant full-pay employee** is one who is employed by the Trust and is receiving 'full pay' during the specified pay period.

4. Tyne Coast Academy Trust Results

The data used for this exercise has been provided by the Trust's payroll provider and covers the snapshot period of 31 March 2025.

4.1 The mean gender pay gap

The mean hourly rate of pay for all male full-pay relevant employees is £27.06. The mean hourly rate of pay for all female full-pay relevant employees is £22.86.

The mean gender pay gap therefore equates to **15.33%.**

4.2 The median gender pay gap

The median hourly rate of pay for all male full-pay relevant employees is £27.93. The median hourly rate of pay for all female full-pay employees is £18.72.

The median gender pay gap therefore equates to **32.97%.**

4.3 Bonus Gender Pay Gap

The Trust made no bonus payments during the period of 1 April 2024 – 31 March 2025.

4.4 The proportion of males and females in each quartile band

- Of the 92 relevant full-pay employees in the lower quartile band 13 are male and 79 are female. This equates to 14.1% male and 85.9% female.
- Of the 93 relevant full-pay employees in the lower middle quartile band 29 are male and 64 are female. This equates to 31.5% male and 68.5% female.
- Of the 92 employees in the upper middle quartile band 30 are male and 62 are female. This equates to 32.6% male and 67.4% female.
- Of the 92 relevant full-pay employees in the upper quartile 32 are male and 60 are female. This equates to 34.4% male and 65.6% female.

5. Conclusion

The report is based on the Trust having 395 employees and 369 relevant full-pay employees at the snapshot date. The difference in the number of employees is due to a number of casual staff being employed for example Exam Invigilators who had not received payment during the relevant pay period. The percentage of female staff working for the Trust is 72% and the percentage of male staff is 28%. The percentage difference in male and female staff is largely unchanged from 2024 with only a slight increase in the percentage of male staff employed.

The Trust has a majority of female staff in all four quartile bands, however, the percentage of female staff is highest in the lowest quartile. From published gender pay gap data we can see that the Trust's gaps fall within the range of gaps of other Academy Trusts particularly those operating across both the primary and secondary phases. It can be noted that the percentage of female employees in the upper middle and upper quartile bands remains similar to 2024 and remains higher than sector averages.

The mean gender pay gap has increased very slightly from 15.49% in 2024 to 15.53% in 2025 and the median gender pay gap has increased from 27.12% in 2024 to 32.97% in 2025, this increase in the median figure brings the percentage back to a similar level to that in 2023 and this can be attributed to a higher number of apprentices on the lowest salary within the Trust all of which are female.. From the quartile reporting there are no significant changes in the percentage of male and female staff in each quartile from the previous report.

It is important to note that within the Trust a large number of part-time opportunities and term time only contracts are available for non-teaching staff which reflects our business needs/service provision. Such roles are predominately filled by female staff particularly in relation to Supervisory Assistant and Cleaning roles which are for a small number of hours per week and are paid at the lowest pay point. The majority of our non-teaching staff are female, and their salaries are significantly lower than teaching salaries. The term time only formula also means that most non-teaching staff are paid a reduced salary throughout the year. This affects the gender pay gap as the majority of term time staff are female. This is common across all Multi Academy Trusts.

A key feature in the Gender Pay Gap is the significant difference in pay between teaching and support staff. Support staff generally earn less than teaching staff for example the lowest earning teacher is currently paid £25.10 per hour whereas for support staff it is £12.65 per hour which is a difference of £12.45 per hour and equates to a 50.4% difference.

The most recent data provided by the Local Government Association analysed Gender Pay Gap data for the Multi Academy Trust sector showed an average mean gender pay gap of 17.9% and an average median gender pay gap of 29.6%. The mean pay gap for TCAT is lower than this figure, however, the median gap is slightly above this figure. The national report is also clear that term time contracts for support staff play a key part in the gap and smaller MATs can have a real swing in figures due to changes in the make up of SLTs. It is recognised in this national report that organisational differences have a significant impact on the figures these

differences include differences in teaching and non-teaching salary structures, term time only calculations and whether services are contracted out e.g. catering and cleaning.

The Trust continues to offer flexible working arrangements to all staff, however, more requests are made by women, which reflects society norms.

The Trust is confident that men and women are paid equally for doing the equivalent or same job and the Trust follows all national pay scales (both teaching and non-teaching) and terms and conditions of employment.

The Trust's recruitment and selection policy aims to identify, attract and recruit outstanding individuals from the widest pool of candidates possible, and is committed to offering opportunities across the Trust to our existing employees. Employment opportunities are open and accessible to all on the basis of their individual qualities and personal merit.

The Trust ensures that we have policies and procedures in place that are fair to all and will continue to monitor the impact of these policies in terms of our gender pay gap.

Annex 1

Calculations

The calculations that have been utilised for this exercise are in accordance with those published in the regulations.

1. The mean gender pay gap

This calculation shows the difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.

The calculation used is:

$$\frac{(A - B)}{A} \times 100$$

A is the mean hourly rate of pay of all male full-pay relevant employees
B is the mean hourly rate of pay for all female full-pay relevant employees.
The result is expressed as a percentage.

2. The median gender pay gap

This calculation shows the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

The calculation used is:

$$\frac{(A - B)}{A} \times 100$$

A is the median hourly rate of pay of all male full-pay relevant employees
B is the median hourly rate of pay for all female full-pay relevant employees.
The result is expressed as a percentage.

3. The proportion of males and females in each quartile band

This calculation shows the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

The calculations used are:

Part 1

$$\frac{A}{C} \times 100$$

Part 2

$$\frac{B}{C} \times 100$$

A is the number of male full-pay relevant employees in the quartile.

B is the number of female relevant employees in the quartile.

C is the total number of employees in the quartile.

Please note bonus calculations have not been carried out due to no bonus payments being made to staff.