THE CHARTER SCHOOLS

EDUCATIONAL TRUST

Gender pay gap reporting statement

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, any business or organisation, including schools, with 250 or more employees (that's about 9000 organisations) must publish a gender pay gap statement on their website, which includes specific information about how both males and females are paid at their organisation.

The information in this report is based on the 'snap-shot' date of 31st March 2021.

The gender pay gap measures the difference between the average amount men and women are paid across all our employee categories. This is different from equal pay, which is the requirement that people are paid equally for work of equal value.

Employee overview

Our gender pay gap information is based on the total number of male and female full-pay employees. This is as follows:

Gender	Total number of full-pay employees
Male	111
Female	201

Last updated: 22 September 2021

Mean and median information

The table below shows the difference in hourly and bonus pay between our male and female full-pay employees.

	Mean gender pay gap in hourly pay (+/-)	Median gender pay gap in hourly pay (+/-)	Difference in mean bonus pay (+/-)	Difference in median bonus pay (+/-)
Difference in pay for female employees	-8.5%	-14.7%	0%	0%

Proportion of employees receiving bonuses

The table below shows the total number of male and female employees receiving bonuses, alongside the percentage as a total of either female or male employees.

Gender	Total number of employees receiving bonuses	Proportion of employees receiving bonuses
Male	6	5.4%
Female	31	15.4%

Quartile information

The table below shows the number of male and female employees in each quartile pay band, alongside the percentage of male and female employees comprising each quartile.

		Number of employees in each quartile pay band	Proportion of employees in each quartile pay band
Upper quartile	Male	29	37.2%
	Female	49	62.8%

Upper middle quartile	Male	32	41%
	Female	46	59%
Lower middle quartile	Male	25	32.1%
	Female	53	67.9%
Lower quartile	Male	25	32.1%
	Female	53	67.9%

How do we use this gender pay gap information?

We use this information to ensure that women and men are being rewarded fairly and equally for the same roles and performances. Where there is a gap, we will seek to understand it and close it by changing our policies, culture and systems.

Why does our Trust have a gender pay gap?

The Charter Schools Educational Trust (TCSET) is an organisation with more female (64%) than male (36%) employees. We have many women in senior positions, including our CEO. It is therefore perhaps surprising that TCSET's gender pay gap return shows that median pay for women is 14.7% less than men and the mean pay for women is 8% less than men.

However, on a role-by-role basis, pay gaps are significantly smaller and can mostly be explained by the period each employee has spent in a role. There are more women who are new to role than men in senior positions. There are more female than male teachers but more male subject leaders, year group leaders and senior leaders at secondary level. At primary level, there is greater gender balance than at secondary but primary school employees are a smaller proportion of the overall total than secondary. There are a lot more women than men in support/operational roles, which are typically the lowest paid. In terms of leadership progression prospects, this is an area that will require ongoing monitoring – most recent promotions and recruitment have been gender balanced. At headteacher level, the majority of TCSET headteachers are male and this reflects the national picture – there is a gender pay gap between the senior members of the Trust. This year's gender pay statistics are in improvement on previous years. We will continue to monitor our gender pay gap to ensure that all our staff are given fair compensation for their role

The proportion of employees in each quartile reflects the overall gender balance of staff. There are more female employees than male employees in each pay band and reflects the national workforce in schools. This gender balance in roles is retained throughout levels of seniority and leadership.

How is our Trust working to reduce the gender pay gap?

This is our first gender pay gap and we will use this a baseline for ongoing improvement, particularly for women seeking to progress into leadership. The Trust supports a Teaching School Hub with a women's leadership programme, promotes flexible working, including for women in leadership positions. Female senior leaders who are new to role are supported with individual coaching. The next steps will be to explore supporting women into subject leadership and year group leadership positions. The Trust is developing aligned pay scales for roles across the schools and has a new professional development and appraisal policy which will reward professional growth and expertise against the teaching standards.