



Gender Pay Gap Report for 2022

The Trust is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in the Trust; it does not involve publishing individual employee data. The snapshot date for this report is 31st March 2022; on this date there were 2 schools along with a central team in the Trust.

The Trust is required to publish the results on its website and on the Government's Gender Pay Gap Service website.

The Trust uses pay scales for all teaching staff that align to the nationally agreed School Teachers' Pay and Conditions Document, which is reviewed on an annual basis. For non-teaching support staff, we adopt pay awards set by the National Joint Council for Local Government Services (NJC) and follow local authority area variations for grades. Our employees move through the pay scales for their grade based on a thorough and robust performance management process, meaning earnings are based on performance outcomes, irrespective of gender.

The challenge in our Trust and across Great Britain is to eliminate any gender pay gap.

The results show:

- No bonus payments are made to staff as whole; and
- Female staff are in the greatest proportion across all quartiles, whilst also making up a significant part of the total workforce.

We can use these results to assess:

- the levels of gender equality in our workplace;
- the balance of male and female employees at different levels; and
- how effectively talent is being maximised and rewarded.

The Trust will also consider how we will use these results to address the gender pay gap.

The Trust believes a gender pay gap exists due to the nature of many roles in schools traditionally but especially in SEN schools filled by female workers (i.e. school teachers, learning support assistants, tutors and other non-teaching support staff), whilst more senior positions are in fact more widely shared amongst gender. This is not by design, but as a result of this historic pattern. The Trust does not discriminate in any capacity and these results do not portray illegal practice in any way. Indeed, the results are typical of the multi academy trust sector.



The Trust adopts the following strategies to minimise the gender pay gap with the ultimate aim to eradicate the gap:

1. The Trust has adopted an Equality and Diversity in Employment Policy, which covers all workgroups covered under the Equality Act 2010 and includes a section dedicated to Equality and Pay. The policy is reviewed regularly to ensure it remains up-to-date and both staff and unions are consulted in respect of any revisions.
2. The Trust has a Pay Policy providing transparency in respect of pay and includes pay structures in accordance with the national School Teachers' Pay and Conditions Document for teaching staff and the National Joint Council terms and condition in respect of support staff.
3. The Trust's e-learning provision includes Equality and Diversity Training, which all new starters must undertake as part of their induction.
4. The Trust undertake the appropriate Government Equalities Office recommendations to reduce the pay gap including: women involved in short-listing; structured interviews; skills-based assessments; advertising salary ranges; transparency in respect of pay.

Gender pay reporting requires the Trust to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose to by contacting the HR Manager on klambie@treetops.thurrock.sch.uk

The 2022 results are summarised as follows:

Gender Pay Gap Report

As at the snapshot date of 31/03/2022

Pay and Bonus Gap

Mean gender pay gap	the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	29.4 %		
Median gender pay gap	the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	12.5 %		
Mean bonus gap	the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees	0.0 %		
Median bonus gap	the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees	0.0 %		
Bonus proportions	the proportions of male and female relevant employees who were paid bonus pay during the relevant period	0.0 %	Male	Female
			0.0 %	0.0 %

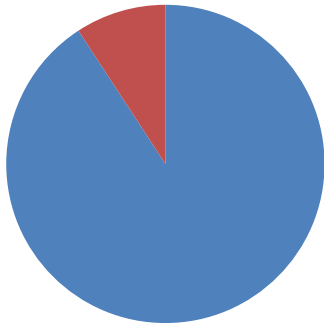
Gender Pay Gap Report

As at the snapshot date of 31/03/2022

Quartile pay bands

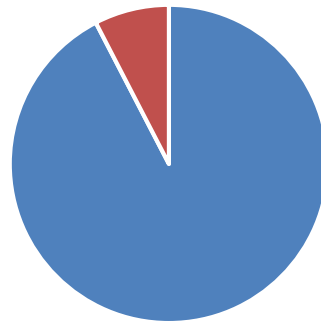
the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

Lower Quartile



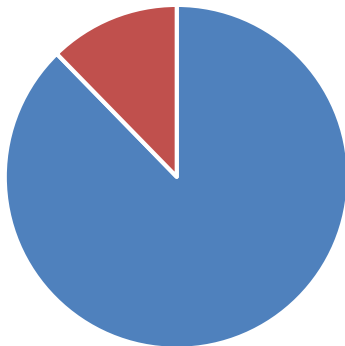
Female 90.8 % Male 9.2 %

Lower Middle Quartile



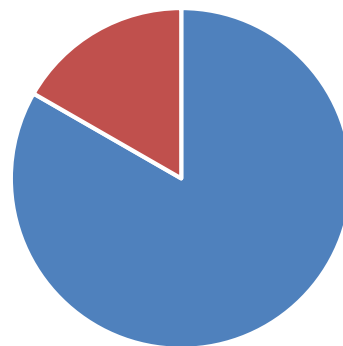
Female 92.4 % Male 7.6 %

Upper Middle Quartile



Female 87.7 % Male 12.3 %

Upper Quartile



Female 83.3 % Male 16.7 %