

Gender Pay Gap Report

Year ending 31 March 2023



1. Introduction

Gender Pay Gap legislation was introduced in April 2017 and this report covers the sixth census point to 31 March 2023.

The Gender Pay Gap shows the difference between the average earnings (measured as both median and mean) of men and women. The figures are then expressed as a percentage of men's earnings e.g., women earn 15% lower than men. Where women earn more than men the figure is expressed as a negative e.g. - 15%.

The Gender Pay Gap may reveal some differences in pay, but this is not necessarily an equal pay issue as the reasons for differences in pay can be varied and legitimate.

The Trust is required to report and publish the following information:

- The mean gender pay gap
- The median gender pay gap
- The proportion of males and females in each quartile band

Statutory reporting is also required where bonus payments are made. However, this is not applicable for The Two Counties Trust.

2. Reporting statistics

The statistics which the Trust is required to report on with year-on-year changes are shown below. The Gender Pay Gap for the UK (median) in 2022 is reported to be 12.1% lower for women.

The Gender Pay Gap is not the same as Equal Pay. The Gender Pay Gap shows the differences between the average pay between men and women whereas Equal Pay is the pay difference between men and women who carry out the same jobs, similar jobs, or work of equal value. It is unlawful to pay someone differently because they are a man or a woman.

3. Headline data

| Reporting criteria | 2022 return | 2023 return |
|----------------------------|-------------|-------------|
| Women's mean hourly rate | 21.8% | 21.4% |
| Women's median hourly rate | 44.8% | 36.7% |
| %age in women in: | | |
| Lower ¼ ile | 84% | 83% |
| Lower Middle ¼ ile | 77% | 73% |
| Upper Middle ¼ ile | 68% | 71% |
| Upper ¼ ile | 58% | 50% |



4. Steps to eradicate the Gender Pay Gap

The Trust's approach to pay supports the fair treatment of all employees, irrespective of gender. Through the deployment of its policies the Trust aims to:

- ensure that pay decisions are grounded in fact
- ensure that pay decisions are equitable and fair
- support the quality of teaching and learning
- support recruitment, professional development, and retention
- reward staff fairly
- enable accountability, transparency, objectivity

The Trust is committed to improving the Gender Pay Gap and to attract more women into senior roles and more men into support roles. Our actions to date have included:

- A common pay scale for all support staff. The Trust adheres to the national NJC pay awards.
- A common pay scale for teachers. The Trust adheres to the national pay awards.
- Ensuring all employees are placed onto an existing pay scale on commencement of employment according to their job role.
- All job roles are in the same grading structure across the Trust.
- Implementing a common a pay policy which enables new starter salaries to be put on the correct scale point within a Grade.
- Limiting the number of incremental points within a pay scale to avoid drift.
- All pay progression decisions are scrutinised by a single pay committee to ensure parity across the Trust.
- Enabling all eligible staff to receive pay progression (in 2022 100% of eligible staff received pay progression).
- The Trust undertakes market reviews periodically to benchmark support staff salaries to ensure they remain competitive and market relevant.
- Deployment of gender-neutral language in recruitment advertising.
- Broad advertising to attract a range of candidates including Indeed, DWP, social media, TES.
- Development of recruitment activities to attract the widest audience including recruitment videos, hosting of recruitment events, and attending recruitment fairs.
- Structured interviews are always used. All candidates are asked the same questions in a pre-determined order and format.
- A bank of gender-neutral interview questions has been introduced for all roles.
- Interview questions are always competency based and the responses are scored using pre-specified standard criteria.
- The Trust clearly communicates the salary range and hours of work when advertising to ensure that all job applicants have reasonable expectations.
- Revisiting and extending advertising methods to ensure that roles and visible and the Trust is attractive to a wide-ranging audience.
- The Trust promotes internally where possible, on the proviso that the best person for the job is always appointed.
- Flexible working options are promoted for all roles on our careers pages and internally.
- CPD is promoted to all employees and the Trust has Trust wide Professional Development days per annum for all staff in addition to school based inset days.
- Promotion of the apprenticeship programme to encourage all staff to continue to professionally develop and further their careers, to enable an increased number of internal promotions.



5. Future activities to improve our Gender Pay Gap profile:

- Continuing to support women to return to work following family leave by giving consideration to flexible working and promoting flexible working at all stages of the employee lifecycle.
- Continuing to ensure that pay is competitive and both starting salary and progression is applied in a gender-neutral manner.
- Ensuring that all CPD opportunities are widely promoted, and consideration is given to the timing of activities to enable those who work on hours less than full time to attend, and where this is not feasible, to put catch up arrangements in place where appropriate.
- Analysing pay progression annually, reporting on outcomes by gender and following up areas where further explanation may be needed.
- Listening to employees and considering suggestions to improve the Gender Pay Gap.
- Continuing to develop our recruitment practices to attract the widest audience.
- Development of The Professional Learning Academy and the Professional Learning Scheme to support the ongoing professional development of the workforce.



Appendix 1

Basis of the calculations.

Mean gender pay gap

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

The calculation is:

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

A is the mean hourly rate of pay of male employees.

B is the mean hourly rate of pay of female employees.

The result is expressed as a percentage.

Example

An employer with a mean hourly rate of pay of £15.25 for all male employees and £13.42 for all female employees would have a 12.0% mean gender pay gap (rounded to one decimal place).

Median gender pay gap

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

The calculation is:

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

A is the median hourly rate of pay of all male employees; and

B is the median hourly rate of pay of all female full employees.

The result is expressed as a percentage

Example

An employer with a median hourly rate of pay of £16.00 for all male employees and £13.50 for all female employees would have a 15.6% median gender pay gap (rounded to one decimal place).

Proportion of males and females in each quartile pay band

This shows the proportions of male and female employees in four quartile pay bands, which is done by dividing the workforce into four equal parts. These quartiles pay bands are established when making the calculation, so any other pay banding used in a workplace cannot be used.

1. Rank by hourly rate of pay

Rank all the male and female full-pay relevant employees from the lowest hourly rate of pay to the highest hourly pay rate.

2. Divide into quartiles:

Divide this list into four sections with an equal number of employees in each section (or as close as possible to this). The quartiles (from the lowest to highest) are called the lower quartile, the lower middle quartile, the upper middle quartile, and the upper quartile.

3. Check distribution of employees on the same hourly rate

If there are a number of employees on the exact same hourly rate of pay crossing between two of the quartiles, make sure that the males and females are split as evenly as possible across the quartiles.



4. Express the proportion of male and female employees in each quartile band

Apply the following calculations to each quartile to show the proportion of male and female employees:

The first calculation is:

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

The second calculation is:

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

A is the number of male employees in the quartile

B is the number of female employees in the quartile

C is the total number of employees in the quartile

