

# TSAT Gender pay Gap report - March 2017

## Introduction

Our gender pay gap report shows the difference in the average earnings between men and women in Tapton School Academy Trust in March 2017  
 The gender pay gap is the difference between the hourly rates of pay of full pay relevant employees ( e.g. it excludes those on reduced pay for maternity and sick pay)  
 It is measured on the mean (average) and median (middle) basis  
 This report is not the same as equal pay reporting. We are an equal pay employer and ensure our pay and reward are fair at every level.

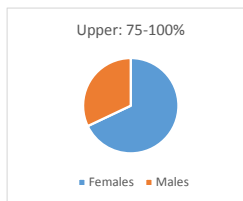
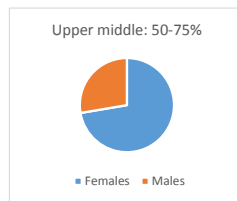
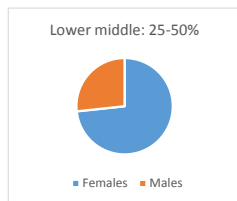
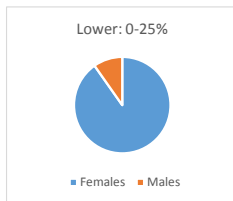
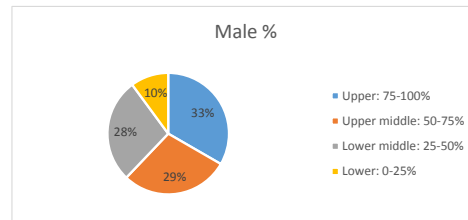
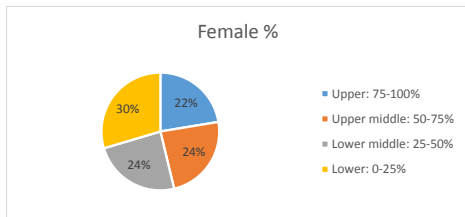
## Our People

Men's hourly pay percentage higher than womens  
 No bonus payments were paid

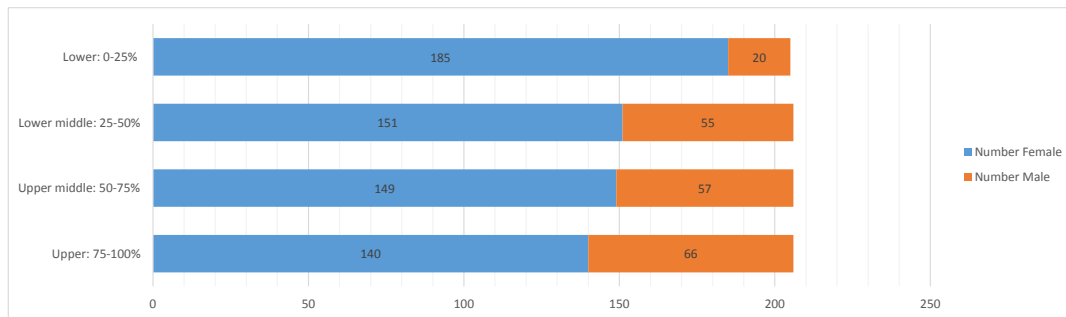
Mean	Median
15%	32%

76% of our staff are female which is common with the teaching profession and women outnumber men at every level within the Trust.  
 However in lower paid roles 90% of our staff are women and this impacts on our gender pay gap. If the lower quartile were equal in men and women our mean gap would be 4%.  
 30% of women are in the lower quartile and 10% of men. This compares to 22% women and 33% of men in the upper quartile  
 At March 2017 the Trust Executive and Headteacher team was 55% men: 45% women. By March 2018 this will be 58% women which we expect will reduce our gender pay gap.

## Proportion of men and women in each quartile



## Number of men and women in each quartile



## Our plans

We will continue to

- To be an equal opportunities employer in terms of recruitment and progression
- To monitor our pay, policies and practices to ensure they are fair
- To offer flexible working for both men and women
- To monitor our gender pay gap and trends