



Tove Learning Trust

Gender Pay Gap Report 19 20

Tove Learning Trust is required by law to publish an annual gender pay gap report. This is its report for the data from April 19 to March 20.

Band	Males	Females	Pay quartiles by gender
A	14%	86%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	24%	76%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	27%	73%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	37%	63%	Includes all employees whose standard hourly rate places them above the upper quartile

	19 20	18 19	17 18	16 17
Mean Gender Pay Gap	19.25%	22.20%	17.81%	16.10%
Median Gender Pay Gap	26.16%	35.68%	32.80%	26.60%
Size of Organisation	More than 499	More than 499	Between 250 to 499	Between 250 to 499

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of Tove Learning Trust's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Tove Learning Trust is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:



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- carries out pay and benefits audits at regular intervals;
- provides regular equal pay training for all managers and other staff members who are involved in pay reviews; and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

Tove Learning Trust is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Tove Learning Trust's workforce profile depicts that the majority of the teaching and support staff are women, even in the highest paid quartile which includes the central staff, headteachers and senior teams. Of the eight schools that exist within the trust in this data collection period, 4 of the 8 headteachers are women.

This can be seen above in the table depicting pay quartiles by gender. This shows Tove Learning Trust's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within Tove Learning Trust, 86% of the employees in Band A are women and 14% men. The percentage of male employees increases throughout the remaining Bands, from 24% in Band B to 27% in C and 37% in D.

The mean and the median gender pay gaps have increased historically, due to a period of rapid growth for the trust and there being differing numbers of schools within the data. However, there is a reversal of this trend in this year's figures and the gap for both the mean and the median have been reduced.

How does Tove Learning Trust's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to report that Tove Learning Trust's gap has decreased by 1.71% on last year and follows a similar trend as the mean gender pay gap for the whole economy, which fell by 1.9% (according to the April 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures).

The Median weekly pay for full-time employees for the whole economy increased by 0.1% on a year earlier, but the gross weekly earnings increased by 0.6% in the Education sector, so the decrease experienced by the Trust is evidence that the approach to addressing the gender pay gap within the organisation is delivering positive results.

How does Tove Learning Trust's gender pay gap compare with that of other education organisations?

Data provided for the sector by the DfE and four Academy Trusts of a similar size and in a relatively similar location were used to compare the gender pay gap at Tove Learning Trust with other similar organisations within the education sector.

Location	Employer Size	% Difference in hourly rate (Mean)	% Difference in hourly rate (Median)	% Women in lower pay	% Women in lower middle	% Women in upper middle	% Women in top pay
Oxfordshire	1000 to 4999	22.5	26.9	95	94	94	89
Cambridge	1000 to 4999	22	37.4	79.6	85	70.1	65.3
Bedford	1000 to 4999	18.2	27.2	80	68	68	52
Northamptonshire	500 to 999	23.9	31.4	89.1	82.6	70.9	66.8



The mean gender pay gap for the Education sector (according to the DfE Gender Pay Gap 2020 Report figures) is 3.9%. At 19.25%, Tove Learning Trust's mean gender pay gap is, therefore, significantly higher than that for our sector overall, but compares favourably with the data from the four Academy Trusts.

The median gender pay gap for the Education sector (according to the DfE 2020 figures) is 7.9%. At 26.16%, Tove Learning Trust's median gender pay gap is, therefore, also significantly higher than that for our sector overall, but is lower than that of any of the four Academy Trusts.

The Trust does not operate a bonus scheme and therefore, has no gender bonus gap.

What is Tove Learning Trust doing to address its gender pay gap?

Tove Learning Trust recognises that there is more work to do to address the gender pay gap within the organisation and it is committed to doing everything that it can to reduce the gap. However, Tove Learning Trust also recognises that its scope to act is limited in some areas.

To date, the steps that Tove Learning Trust has taken to promote gender diversity in all areas of its workforce include the following:

- Creating an evidence base: To identify any barriers to gender equality and inform priorities for action, in 2020 Tove Learning Trust introduced gender monitoring to understand:
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 - the proportions of men and women leaving the organisation;

Reason for Leaving	Female	Male
Death in Service	0.8%	0.4%
Dismissal	1.7%	0.4%
End of fixed term contract	5.0%	2.1%
Other	0.0%	0.4%
Retirement - ill health	0.4%	0.0%
Voluntary Resignation	65.3%	19.7%
Grand Total	76.6%	24.3%

The results of this analysis are reflective of the predominantly female workforce that exists within the Trust. Qualitative data to determine the reasons why male staff are leaving is required to be able to inform actions required to retain these members of staff.

- the numbers of men and women in each role and pay band;

Role by Quartile	Female	Male
1st		
Cleaner	93.5%	6.5%
Cover Supervisor	75.0%	25.0%
Learning Support Advisor	75.0%	25.0%
Receptionist	50.0%	50.0%
Resources Technician	50.0%	50.0%
Science Technician	66.7%	33.3%
Site Assistant	50.0%	50.0%



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Teacher	50.0%	50.0%
Teacher of Maths	50.0%	50.0%
Teaching Assistant	83.3%	16.7%
2nd		
Assistant Head of House	50.0%	50.0%
Cover Supervisor	84.6%	15.4%
Higher Level Teaching Assistant	80.0%	20.0%
Learning Support Assistant	50.0%	50.0%
Science Technician	50.0%	50.0%
Site Assistant	50.0%	50.0%
Teacher of English	85.7%	14.3%
Teacher of Geography	66.7%	33.3%
Teacher of Science	66.7%	33.3%
3rd		
Class Teacher	68.8%	31.3%
Head of Year	50.0%	50.0%
Teacher	66.7%	33.3%
Teacher of Art	66.7%	33.3%
Teacher of Design and Technology	66.7%	33.3%
Teacher of Drama	66.7%	33.3%
Teacher of English	82.6%	17.4%
Teacher of Geography	71.4%	28.6%
Teacher of History	66.7%	33.3%
Teacher of ICT	33.3%	66.7%
Teacher of Maths	73.3%	26.7%
Teacher of PE	66.7%	33.3%
Teacher of RE	66.7%	33.3%
Teacher of Science	73.3%	26.7%
Unqualified Teacher	75.0%	25.0%
4th		
Assistant College Principal Upper College South	50.0%	50.0%
Assistant Head of Department	50.0%	50.0%
Assistant Headteacher	57.1%	42.9%
Assistant Principal	37.5%	62.5%
Associate Assistant Head	66.7%	33.3%
Class Teacher	55.6%	44.4%
Deputy Head of Maths	50.0%	50.0%
Deputy Headteacher	40.0%	60.0%
Head of Department	66.7%	33.3%
Head of PE	50.0%	50.0%
Learning Leader in Arts& Languages	50.0%	50.0%
Principal	66.7%	33.3%
Teacher	77.8%	22.2%
Teacher of English	80.0%	20.0%
Teacher of ICT	50.0%	50.0%
Teacher of PE	80.0%	20.0%
Teacher of Science	66.7%	33.3%
Vice Principal	50.0%	50.0%
Grand Total	72.3%	23.8%



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Many of the roles within the Trust have a single post holder; therefore analysis has been completed on roles that have more than one post holder to identify the percentage of males and females within each role. The results of this are reflective of the predominantly female workforce which exists within the Trust. Further analysis of applicant gender is required to identify whether our roles are attracting a gender diverse pool and what actions can be taken to encourage this, enabling increased gender diversity within the workforce.

- The Trust continues to review and revise all policies as and when appropriate. The flexible working policy is revised on an annual basis to ensure that employees requesting flexible working will be considered regardless of their role and level of seniority, or contracted hours, ensuring that flexible working is not limited to part-time working.
- Special Leave. Tove Learning Trust has a generous policy for supporting colleagues with balancing the challenges of family life with the intense working pattern that exists within education.

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, Tove Learning Trust is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

Right now, Tove Learning Trust has plans to extend its evidence-gathering to include qualitative data

In the coming year, Tove Learning Trust is committed to:

- Create an evidence base to identify any barriers to gender equality and inform priorities for action, TLT will next year introduce gender monitoring to understand:
 - the proportion of men and women who return to their original job after a period of maternity or other parental leave;
 - the proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave;
 - the proportions of men and women applying for jobs and being recruited;
 - the proportions of men and women applying for and obtaining promotions; and
 - the proportions of men and women leaving the organisation and their reasons for leaving; and
 - take-up of flexible working arrangements by gender and level within the organisation.
- The introduction of a staff survey to gather further qualitative data to identify the barriers (and the drivers) for women employees.

Any further initiatives launched throughout the year will be reported on the company intranet.

I, Jamie Clarke, Chief Executive Officer of Tove Learning Trust, confirm that the information in this statement is accurate.

Signed

Dr Jamie Clarke
CEO Tove Learning Trust

Date: 30/05/2021