



Gender Pay Gap Report 2023

Transforming Futures Trust

Date of report: February 2024

Introduction

Transforming Futures Trust (TFT) is a growing Trust and is committed to analysing reported gender pay gaps and developing strategies to address this where possible.

The Trust's mission "Transforming Futures and Changing Lives", guides decision-making and strategic development.

The gender pay gap reporting provides a snapshot of the gender balance within the organisation. It measures the difference between the earnings of all male and female employees, irrespective of their role or seniority.

Executive Summary

TFT employs significantly more females than males, which is not unrepresentative within the Education sector for teaching and support staff. Gender pay gap results should therefore be considered with this in mind as the predominance of females to males has a significant influence on overall general pay gaps within the organisation.

*Our Mean Gender Pay Gap is **19.8%**.*

*Our Median Gender Pay Gap is **33.1%**.*

The gender pay gap information reveals two positive percentage figures, which show that overall female employees have lower pay than male employees. We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work instead our gender pay gap is because men and women work in different roles and those roles have different salaries.

The Trust currently applies national terms and conditions across both its teaching and support staff. It believes that these nationally benchmarked schemes afford the best opportunity to achieve pay parity. Teachers on the main pay spine can increase their pay by undertaking additional responsibilities for teaching and learning and special educational needs.

In addition to this, the Trust operates a number of family friendly policies with enhanced occupational entitlements in line with national terms and conditions which provide good levels of support to its staff.

The Trust is committed to the promotion of equality of opportunity to all employees and supports the fair treatment of all staff irrespective of gender. All posts are aligned to agreed pay scales, with men and women receiving equal pay for equal roles.

Report Findings

All private sector and voluntary employers with 250 or more employees are now required to publish their gender pay gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the "Regulations") which came into force in April 2017.

Data for 395 relevant employees is included in the report for staff who were employed during March 2023 for the 'snapshot' date of 31 March 2023. On review what is identified is a significant majority

of the Trust's employees are women (79.5%) which is not uncommon in the Education sector. The Trust does not have any variation in pay between members of staff performing the same roles. However, the greater proportion of men in senior and teaching roles, compared to support staff roles, creates a gender gap when looking at the whole workforce.

Difference in the average hourly rate of pay

| | Difference in Mean hourly pay | Difference in Median hourly pay |
|---|--------------------------------------|---|
| Transforming Futures pay gap (%) | 19.8% | 33.1% |
| 2023 National pay gap (%) | 14.3% (ONS) | ONS data unavailable, but the median hourly pay for full-time employees was 7.7% less for women than for men. |

This is an improvement in both the mean and median gender pay gap rates in the previous recording period (31 March 2022) which stood at 26.9% (Mean), and 34.3% (Median). This is reflected by the increase of staff due to the growth of the Trust (additional school, Mount Tamar). One of the major contributory factors in the pay gap is due to the significant number of females in the workforce. In addition, a number of roles in the lower quartiles are part time and typically women fill more part time roles, which have lower median pay.

Proportion of male to female employees (quartiles)

The table below shows the proportion of male and female relevant employees in pay quartiles for all pay bands and pay rates. All staff regardless of gender, progress through the pay bands in the same way or are employed on the pay rate for their job role. Pay is set in accordance with national statutory pay arrangements for teachers, and support staff are graded in accordance with the local authority grading scheme.

The female work force is evenly spread across the lower, lower middle, and upper middle quartiles. However, in the upper quartile, the female work force average is 62.8%.

| Quartile | Number of Females | Number of Males | % Female | % Male |
|-----------------------|--------------------------|------------------------|-----------------|---------------|
| Lower quartile | 74 | 12 | 86.1% | 13.1% |
| Lower middle quartile | 75 | 11 | 87.2% | 12.8% |
| Upper middle quartile | 66 | 20 | 76.7% | 23.3% |
| Upper quartile | 54 | 32 | 62.8% | 37.2% |

What is also highlighted is that quartile calculations show a higher proportion of females across all four quartiles. The percentage of females in the upper quartile has slightly increased from the previous reporting period. Despite the headcount majority being female in the upper quartile, the slight increase in male headcount in the upper quartile may be a contributory factor impacting the overall gender pay gap reported. The fact that there are more women in teaching and support roles (lower paid quartiles) is the major driver of the overall pay gap. Our analysis shows that almost all the

pay differential is driven by this factor. Such structural demographics are recognised by the UK government as being the single most significant factor in the overall gender pay gap.

Although calculations show a slight increase in male employees within the upper quartiles, it should be noted that whilst we encourage males to apply for roles that fall within the lower pay quartiles, many of these roles remain stereotypically attractive to a larger number of female applicants.

Bonus Payment

Transforming Futures Trust do not operate a bonus scheme for any of its employees, and therefore this is not applicable for the purposes for this report.

How does the gender pay gap compare with that of other trusts?

Most organisations have a gender pay gap within the education sector. The national average gender pay gap is 14.3% (ONS). At 19.8%, our gender pay gap is significantly higher than the national average.

The table at Appendix 2 shows the comparison between the Trust and other trusts, showing that the mean and median gender pay gaps for other Trusts and schools in the Southwest are similar (and significantly higher in some cases) than Transforming Futures.

Conclusion

As the Trust is committed to being an equal opportunity employer and to promoting gender equality and diversity as an organisation it will continue to work towards reducing any identifiable gender pay gaps reported.

Whilst we are committed to reducing the gender pay gap further, our main focus will always be in ensuring the right person is employed for the role in question, regardless of their gender, so that we are able to achieve our vision of making a positive difference to the lives of as many young people as possible.

Chief Executive Officer Supporting Statement

I confirm the information has been prepared from our payroll data and represents the Gender Pay Gap information for Transforming Futures Trust.

Signed:



Job Title: Chief Executive Officer

Dated: 04.03.24

Appendix 1

Gender Pay Gap Report 2023 [Calculations]

| Mean | | | |
|--------------------|--------------|-----------------------|-----------------|
| Row Labels | Count of Ref | Average of Hourly Pay | |
| F | 314 | 15.96 | |
| M | 81 | 20.42 | |
| Grand Total | | 19.8% | Mean GPG |

| Median | | | | |
|--------|-------|-----------------|------|-------------------|
| | Count | Median Position | | Median |
| F | 182 | F135 | F135 | 12.85 |
| M | 54 | M38 | M38 | 19.21 |
| | | | | 33.1% |
| | | | | Median GPG |

| Quartiles | | | | | | |
|---------------------------|--------------------------|---------|---------|-------|-------|-------|
| Before Manual Adjustments | | | | | | |
| Rows | Quartile | Count F | Count M | Count | % F | % M |
| 86 | 1. Lower quartile | 74 | 12 | 86 | 86.1% | 13.1% |
| 86 | 2. Lower middle quartile | 75 | 11 | 86 | 87.2% | 12.8% |
| 86 | 3. Upper middle quartile | 66 | 20 | 86 | 76.7% | 23.3% |
| 86 | 4. Upper quartile | 54 | 32 | 86 | 62.8% | 37.2% |

Appendix 2

Gender Pay Gap Comparator Employers [2022-23]

| Employer | Employer Size | % Difference in hourly rate (Mean) | % Difference in hourly rate (Median) | % Women in lower pay quartile | % Women in lower middle pay quartile | % Women in upper middle pay quartile | % Women in top pay quartile | % Who received bonus pay (Women) | % Who received bonus pay (Men) | % Difference in bonus pay (Mean) | % Difference in bonus pay (Median) |
|--|---------------|------------------------------------|--------------------------------------|-------------------------------|--------------------------------------|--------------------------------------|-----------------------------|----------------------------------|--------------------------------|----------------------------------|------------------------------------|
| TRANSFORMING FUTURES MULTI ACADEMY TRUST LIMITED | 250 to 499 | 26.9 | 34.3 | 89.8 | 81.4 | 81.4 | 55.9 | 0 | 0 | 0 | 0 |
| LEARNING ACADEMIES TRUST | 250 to 499 | 13.1 | 20.2 | 86.2 | 94.8 | 83.5 | 86.2 | 0 | 0 | 0 | 0 |
| HORIZON MULTI ACADEMY TRUST | 250 to 499 | 26.7 | 29.2 | 92.6 | 97.5 | 90.9 | 82.6 | 0 | 0 | 0 | 0 |
| WESTCOUNTRY SCHOOLS TRUST | 1000 to 4999 | 20 | 41.1 | 86.8 | 81.3 | 67.6 | 66.3 | 0 | 0 | 0 | 0 |
| REACH SOUTH ACADEMY TRUST | 500 to 999 | 23.6 | 24.8 | 92 | 86 | 77 | 73 | 0 | 0 | 0 | 0 |
| WAVE MULTI ACADEMY TRUST | 250 to 499 | 10.7 | 12.9 | 79 | 68 | 75 | 61 | 0.5 | 0 | 0 | 0 |
| THE TED WRAGG MULTI ACADEMY TRUST | 1000 to 4999 | 20.2 | 43.4 | 83.6 | 80.2 | 74.4 | 69.1 | 0 | 0 | 0 | 0 |
| BAY EDUCATION TRUST | 250 to 499 | 28.8 | 51.4 | 93.7 | 81.3 | 74.1 | 61.6 | 0 | 0 | 0 | 0 |
| BLUNDELL'S SCHOOL | 250 to 499 | 29.8 | 29.2 | 80 | 65.5 | 58.3 | 46.4 | 0 | 0 | 0 | 0 |
| BRIDGE MULTI-ACADEMY TRUST | 250 to 499 | 30 | 56.5 | 96 | 95.8 | 89.7 | 79.8 | 0 | 0 | 0 | 0 |
| CORNWALL EDUCATION LEARNING TRUST | 1000 to 4999 | 20.8 | 41.9 | 92.5 | 75.7 | 69 | 66.3 | 0 | 0 | 0 | 0 |

Appendix 3

Terminology

Mean (calculation) - To find the mean hourly rate for Transforming Futures Trust's full-pay relevant employees, their hourly rates were added together and then divide the total by the number of full-pay relevant employees.

Median (calculation) -The median is the numerical value which splits the top 50% of the population from the bottom 50%. To find the median for Transforming Futures Trust all hourly pay for employees were listed in numerical order; if there is an odd number of values, the median is the number in the middle; if there is an even number of values, the median is the mean of the two central numbers.

Quartiles - In the context of gender pay gap reporting, the four quartile pay bands are created by dividing the total number of full-pay relevant employees (that is, not the pay bands) into four equal parts.

Full Pay relevant employees - The regulations require the overall mean and median gender pay gaps in an organisation to be calculated using 'full-pay relevant employees'. This definition excludes any employees who, during the relevant pay period running up to the snapshot date (typically the previous month or week), are being paid at a reduced rate or not being paid at all.