

## Gender Pay Gap Report 2023-24

This report contains the Tapscott Learning Trust's disclosure of the gender pay gap for the Multi Academy Trust. As the Trust is an employer with 250 or more employees, it is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Tapscott Learning Trust supports the fair treatment, reward and recognition of all staff irrespective of gender. At the data capture date of **31<sup>st</sup> March 2024**, the Tapscott Learning Trust consisted of four primary schools situated in East London. A significant proportion of the Trust's employees transferred into the organisation under TUPE arrangements, in September 2017.

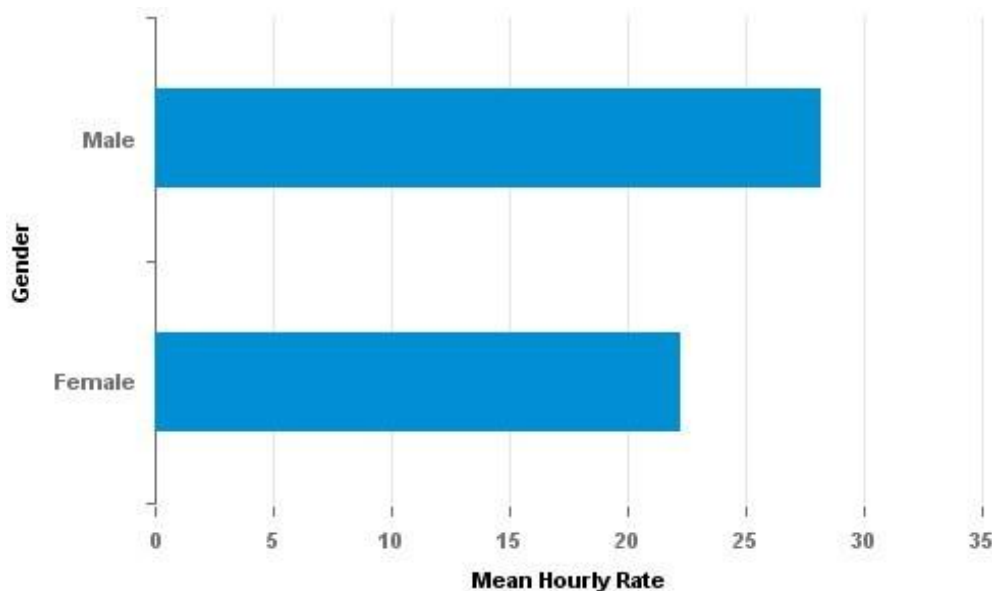
Analysis of the gender pay gap involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees' data.

The Trust is required to publish the results on our own website and the government website. This will be done within **one calendar year of 31<sup>st</sup> March 2024**.

**This is based on a snapshot of the Trust employees as at 31<sup>st</sup> March 2024**

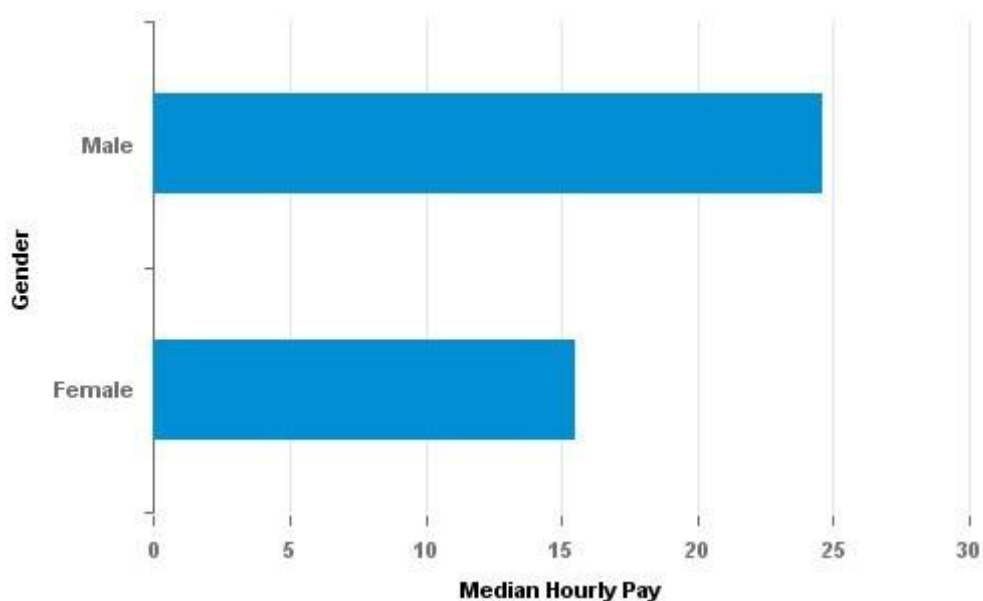
### 1. Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is **21.28%** (Lower for Females)



## 2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is **37.01%** (Lower for Females)



3. No member of staff was paid a bonus during the year ended 31<sup>st</sup> March 2024

4. The Proportion of males and females when divided into four groups ordered from lowest to highest pay for both Teachers and Support staff.

	No Employees	No Female	No Male	% Female	% Male
Lower Quartile	84	75	9	89.29%	10.71%
Lower Middle Quartile	87	80	7	91.95%	8.05%
Upper Middle Quartile	92	73	19	79.35%	20.65%
Upper Quartile	87	67	20	77.01%	22.99%
	<b>350</b>	<b>295</b>	<b>55</b>		

## 5. Male/Female Split

The workforce is predominantly made up of female employees (295) compared to male employees (55). The breakdown for the reporting period is;

Gender	Percentage
Female	84.28%
Male	15.72

## Supporting Statement

The Tapscott Learning Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through the Trust's transparent recruitment process, pay policy and professional development. All teaching and support staff posts are aligned to nationally agreed pay scales and our staff are paid within the same pay band for the same job role.

All staff are paid in line with local/national pay schemes. All support staff salaries are in line with the London Living Wage and Teachers are paid in line with the School Teachers' Pay and Conditions document, all leaders are paid in line with group sizes identified within this document.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings that is affected by workforce distribution and make-up.

As reflected in the current report the overall mean pay gap has increased by 5.57%, it also shows that the overall median pay gap for the current report has increased by 2.07% since the Trust's 2023 report.

Currently although the male employees make up a smaller percentage of the overall staffing, the highest percentage do fall in the upper quartile and the highest % of female staff fall within the lowest quartile. This reflects the fact that a significant number of female staff across the Trust work in school support roles, such as business admin and teaching assistant roles which are mainly positioned in the first and second quartiles.

As a Trust, The Tapscott Learning Trust, seeks to promote and reward staff based on performance and irrespective of gender. This is evidenced by the number of female staff in senior positions within the Trust.

	Male	Female
Central Leadership Team	3	1
Head of School/Services	1	5
Deputy Head Teachers	0	5

The Tapscott Learning Trust supports staff with several family-friendly provisions such as part-time working. As the Trust's workforce is made up predominantly of female employees, including senior leaders, a huge number of staff benefit from this.

As an employer of choice operating in a highly regulated, publicly funded sector, the Tapscott Learning Trust welcomes the opportunity to demonstrate transparent compliance in all matters. The figures presented reflect the complex inter-play of several data components. With a staffing cohort which is 85% female and 15% male; employees electing to take advantage of our commitment to a healthy work-life balance, the Trust continues to strive to ensure we provide an equitable and rewarding workplace.