

TBGS Gender pay gap calculations as at 31 March 2022

Mean gender pay gap in hourly pay

Percentage difference 26.1%

Median gender pay gap in hourly rate

Percentage difference in median 54.3%

Percentage of employees who received bonus pay

Male 0.0%

Female 0.0%

Employees by pay quartiles

	% Men	% Women
Upper quartile	60.6%	39.4%
Upper middle quartile	41.7%	58.3%
Lower middle quartile	38.0%	62.0%
Lower quartile	26.4%	73.6%

Number of employees within organisation

250-499

The gender pay gap, while significant, should be viewed in line with the gender profile of most school staff and the different roles that exist.

Employees in the upper pay quartile represent the leadership teams within the schools. Although women are represented, the best person for the post is always appointed and gender is not taken into account.

The lower quartile represents support staff and due to the requirement for term time only contracts for childcare during the school holidays, the vacancies are more likely to be taken by women with children. Again, no bias is put on gender when recruiting into these roles.

The middle quartiles represent the bulk of the teaching staff and as is clearly demonstrated women are well represented.

Whilst it is accepted that a gap exists, having looked at the different roles within the school, we do not believe there is a gender disparity between similar roles within the school. We do not therefore believe there is any specific action arising from this data as gender equality is always applied during the recruitment process.