

Tees Valley Collaborative Trust (TVCT) as an employer is required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to demonstrate how large the pay gap is between our male and female employees.

This information must be published on our own website and via the Government’s online reporting service by 31<sup>st</sup> March 2020.

There are 4 statutory calculations that we need to use when determining whether is an issue with regards to the gender pay gap within the organisation. The results of these calculations are as follows:

**1. Mean Gender Pay Gap**

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 17.85%.

**2. Median Gender Pay Gap**

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 54.11%

**3. Mean and Median Bonus Gap**

TVCT does not pay bonuses to employees.

**4. The proportion of males and females in each Quartile Pay Band**

Gender	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
	%	Number	%	Number	%	Number	%	Number
<b>Female</b>	87.3	55	64.5	40	63.5	40	56.5	35
<b>Male</b>	12.7	8	35.5	22	36.5	23	43.5	27

As is common across the education sector, the majority (68%) of our full pay relevant employees are female, and this is evident in the fact that there is a higher proportion of female employees across all quartiles.

The Trust is satisfied that we do not have any variation in pay between female and male staff undertaking the same role, however, the greater proportion of female staff in the term time only and part time support staff roles that fall within the lower quartile creates what appears to be a gender pay gap across the mean and median.

If you take into account the differences in contractual terms for teaching and support staff, with a full time teacher being directed to work 1265 hours across the year, compared to a full time member of support staff being employed on a 37 hour a week contract, it is prudent to also provide the mean and median calculations for each of the two separate categories of staff. These calculations are as follows:

Contract Type	Mean Gender Pay Gap	Median Gender Pay Gap
Support Staff	4.5%	5.1%
Teaching Staff	-0.82%	0%

It can then be seen that within the two different categories of staff who are paid under different nationally set terms and conditions, the gender pay gap is virtually eliminated.

**Actions we will take:**

The Trust is satisfied that the overall gender pay gap is not caused by the underpayment of women in roles similar to male colleagues but is instead reflective of workforce composition rather than pay inequalities. We will continue to monitor this and ensure the following actions are undertaken:

- Each year we will produce an Equal Opportunities Data Report for the Trust Board, outlining the make up of our workforce. This will include information on internal and external recruitment processes to ascertain how candidates progress through the stages.
- We will monitor the exit rates by grades and gender of staff across the reporting year
- We will review our recruitment practices to see if we can encourage more male staff to apply into female dominated support staff roles
- We will ensure that all staff who are involved in recruitment have undertaken unconscious bias training.

**Declaration:**

I can confirm that the above information has been prepared from our payroll data on the snapshot date of 31<sup>st</sup> March 2019 and fairly represents the Gender Pay Gap Information for Tees Valley Collaborative Trust.

Joanna Bailey  
Chief Executive Officer