



Gender Pay Gap Figures

The figures are taken at 05/04/2018, which is the statutory snapshot date. At that time, Abbey Park School had not yet joined the Trust, so those staff have not been taken into consideration however the Trust central team and employees seconded to Abbey Park have been.

The data below is based on 155 staff paid on the data capture date. 113 Female and 42 male.

Mean Pay Gap Figures

Male	£43.02
Female	£25.53

The mean pay difference is therefore 40%.

Median Pay Gap Figures

Male	£41.13
Female	£24.39

The median pay difference is therefore 41%

Bonus Pay Gap Information

No bonus was paid in the period in question.

Quartile Band Gender Information

Quartile	% Male	% Female
Upper	53	47
Upper Middle	23	77
Lower Middle	31	79
Lower	0	100

Our Schools:



Contact details:

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Tel: 01793 874224

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Registered Office: Lydiard Park Academy, Grange Park Way, Grange Park, Swindon, SN5 6HN

Further analysis

Mean Pay Gap – Support Staff

Male	£19.55
Female	£15.03

The support staff mean gap is 23%.

Mean Pay Gap – Teaching Staff

Male	£49.40
Female	£36.60

The Mean Pay gap is therefore 26%.

Further Comments

The overall mean and median gender pay gap figures are directly influenced by the high numbers of female staff in support roles compared to male staff and the concentration of females in the two lowest quartiles.

TPAT is confident that the issue is not one of equal pay as the Trust continues to pay all teachers on nationally agreed pay rates and pays support staff in line with specified and advertised pay rates.

Key Issues

TPAT, along with many other educational establishments, has a high percentage of female staff employed in support staff roles, which are in general lower paid than teaching roles. Our detailed figures, broken down between support and teaching staff, are in line with Office for National Statistics Data which shows that females working in the educational sector earn on average 26.3% less than males.

The figures are also influenced by the fact that the highest paid staff in both support and teaching roles are male.

Response to Gender Pay Gap data

At TPAT there is a commitment to providing equal opportunities to everyone within our learning community. This commitment is and will continue to be considered at all times, both in selection and in staff progression.

In particular the Trust has regard for the high percentage of females in the Upper Middle quartile, and will review how we encourage the progression of female staff (for example Heads of Department/Heads of Year, where females make up the majority of staff) into the higher paid Senior Leadership positions.

With the addition of new schools, the Trust will ensure benchmarking and consistency in approach across all Academies in our remit.

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