

GENDER PAY REPORTING

As at 31 March 2022 all staff

Male	Female	
Mean Pay per hour	Mean Pay per hour	Difference
£15.44	£13.31	13.79%
* Includes 327 casual female staff and 127 casual male staff		

Male	Female	
Median Pay per hour	Median Pay per hour	Difference
£15.05	£11.64	21.32%

Performance Related Payments were made as follows in the year ending 31 March 2022:

£5,766 in total paid to 6 females **0.53% of all Females**
£1,280 in total paid to 4 men **0.31% of all Males**

Female Mean bonus pay **£961**
Male Mean bonus pay **£320**
Female Median bonus pay **£200**
Male Median bonus pay **£190**

Mean Gender pay gap (bonus) **66.70%**
Median Gender pay gap (bonus) **40.62%**

Pay Quartiles

Q1		Q2		Q3		Q4	
As % of each quartile							
Male	Female	Male	Female	Male	Female	Male	Female
20.80%	79.20%	27.51%	72.49%	35.88%	64.12%	46.28%	53.72%
(87)	(331)	(115)	(303)	(150)	(268)	(193)	(224)
As % of Gender Per Quartile							
15.96%	29.4%	21.10%	26.91%	27.52%	23.8%	35.42%	19.89%

Gender Pay-Gap Narrative

As at 31st March 2022 the Partnership employed 1,671 staff as follows:

- 1,126 (67%) were female and 545 (33%) were male
- Of these 1,217 were substantive roles with 799 female (66%) and 418 (34%) male
- There were 454 hourly-paid (casual) roles with 327 (72%) female and 127 (28%) male

Although casual roles made up 34% of total jobs, the percentage is much less by hours worked as casual staff work part time and/or at certain times of the year (e.g. invigilators).

There is a negative 13.79% difference between the mean pay per hour for females compared to the mean pay per hour for males. The median rates show a negative difference of 22.65%.

Nationally, for 2021 (the most current) the mean gender pay gap among all employees was 15.4% (Source – Office for National Statistics – Annual Survey of Hours and Earnings 26/10/21).

The data for TEC Partnership does not appear to indicate any inherent unfairness in the pay rates between males and females but reflects (in common with the sector) the very large difference between the numbers of males/females employed and the roles that they occupy with many female roles covered by the NLW.

Within TEC Partnership's three main staff groupings (Support, Teaching and Managers) the largest gender difference is between support staff which reflects the disproportionate number of females within that group (over two thirds are female) and the fact that many of them occupy roles that are traditionally lower paid such as cleaning, security, canteen/refectory, child and student care.

This difference is highlighted by examining the numbers of staff and percentages per quartile. The percentage of females per quartile as a percentage of total females, ranges from a high of 29.4% in Q1 to 19.89% in Q4.

Nearly 30% of all females in Q1 are employed in cleaning, security, canteen/refectory, child and student care which are traditionally dominated by women especially as many are part time/term time/outside of school hours. For males the situation is reversed with only 15.96% being employed in Q1 compared to 35.42% in Q4.

Within quartile 4 (the top earning roles between £16.92 and £77.96 per hour), women take 224 of the 417 roles (53.72% of the roles – a small increase over the previous year) but men take 193 of the 417 role (46.28% of all male roles)

Based on the gender percentage per Quarter as a percentage of total gender, the data is more balanced as follows:

% of Females/Males per Quarter as a % of their total Gender.		Female	Male
Q1	£4.81 hr to £9.50 hr	29.40%	15.96%
Q2	£9.50 hr to £12.92 hr	26.91%	21.10%
Q3	£12.92 hr to £16.92 hr	23.80%	27.52%
Q4	£16.92hr to £77.96 hr	19.89%	35.42%
Total Females 1,126		100%	100%
Total Males 545			

Q2 shows 26.91% of all females are in Q2 compared to 21.10% of all males and the figures for Q3 are closer with 23.80% of all females in Q3 compared to 27.52% of all males. Note than in respect of those on management contracts almost half of all staff are female

Although the increase in the National Minimum Wage including the National Living Wage (which the partnership pays to all staff irrespective of their age continues to benefit lower paid staff but is also impacting significantly of the differences between staff in receipt of NLW and those above. This erosion of “differentials” is becoming increasingly apparent to those affected staff.

To this end, TEC Partnership purchased the Gauge Job Evaluation system and is undertaking an annual exercise to determine if any staff “covered” by NLW (and just above it) are undertaking work which JE (via a score) suggests requires an additional payment due to the particular duties and responsibilities of their role.