

## Gender Pay Gap Report. 31 March 2017 Census

The Two Counties Trust workforce consists of Teaching, Leadership and Support roles which are paid in accordance with the relevant pay scales. Teachers, including those on the Leadership Scale, are paid in accordance with the School Teachers Pay and Conditions Document and subject to satisfactory performance will progress through the scale(s). Support staff, including senior leaders in support roles, are paid on a single pay scale (from January 2018). Job Evaluation was completed for all support roles prior to transferring to The Trust. Support staff are appointed on a Grade which is relevant to the responsibilities held and each Grade has a set pay range with a number of pay points.

At the census date The Two Counties Trust employed 670 staff. 67% of the workforce were female and 33% of the workforce were male.

Mean Hourly Rate Pay Gap:	14.1% lower for females
Median Hourly Rate Pay Gap:	22.1% lower for females

The percentage of men and women in each quarter of the payroll is shown below.

	Female workforce	Male workforce
Upper quartile	53%	47%
Upper middle quartile	72%	28%
Lower middle quartile	63%	37%
Lower quartile	80%	20%

No bonuses were paid to any members of staff for the reporting period.

The Trust's approach to pay supports the fair treatment of all employees, irrespective of gender.

Through the deployment of its policies the Trust aims to:

- ✚ ensure that pay decisions are grounded in fact;
- ✚ ensure that pay decisions are equitable and fair;
- ✚ support the quality of teaching, learning and day to day operations;
- ✚ support recruitment, talent management and retention;
- ✚ reward employees fairly;
- ✚ enable accountability, transparency and objectivity.

The Trust is committed to improving the Gender Pay Gap and in particular given the quartile profiles, to attract more women into senior roles and more men into junior support roles. Activities to improve the profile include:

- ✚ Supporting women to return to work following Maternity or Adoption leave by giving consideration to flexible working. The Trust has developed a harmonised flexible working and job share policies.
- ✚ Ensuring that all CPD opportunities are widely promoted and consideration is given to the timing of activities to enable those who work on hours less than full time to attend, and where this is not feasible, to put catch up arrangements in place where appropriate.
- ✚ Analysing pay progression annually within each School /Academy
- ✚ Listening to employees and considering suggestions to improve the Gender Pay Gap.
- ✚ Introducing a harmonised pay scale for Support staff across The Trust
- ✚ Introducing harmonised pay policies across The Trust
- ✚ Reviewing recruitment practices to ensure that posts are attractive to a wide audience

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