



TUDHOE LEARNING TRUST

Gender Pay Gap Report 2017 - 2018

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On behalf of

Mr Jim Smith, CEO / Accounting Officer

Tudhoe Learning Trust is a multi-academy trust with seven primary phases academies all based within County Durham. We employ around 250 people in a variety of roles to deliver and support teaching and learning for around 1700 pupils.

We are proud to have a diverse and equitable working and learning environment where opportunity exists for all to achieve their aspirations. We have a range of policies and working practices that are fair and consistently applied to ensure that no individual or group is put at a disadvantage at work. We have worked hard to create an environment where our employees are able to balance their home and work responsibilities in a healthy way.

Each year all staff are part of a pay progression process that decides a pay award based on contribution and achievement measured against agreed targets aligned with school development and improvement planning. We take account of School Teachers Pay and Conditions Document and Pay Review Board Recommendations. We have two pay structures one for teaching staff and one for non-teaching support staff. All staff are paid according to our pay structures. We do not pay bonuses or benefits of any kind. We seek to attract the most talented practitioners and retain them through development opportunities and working conditions.

We are confident that men and women are paid fairly and equally for equivalent work.

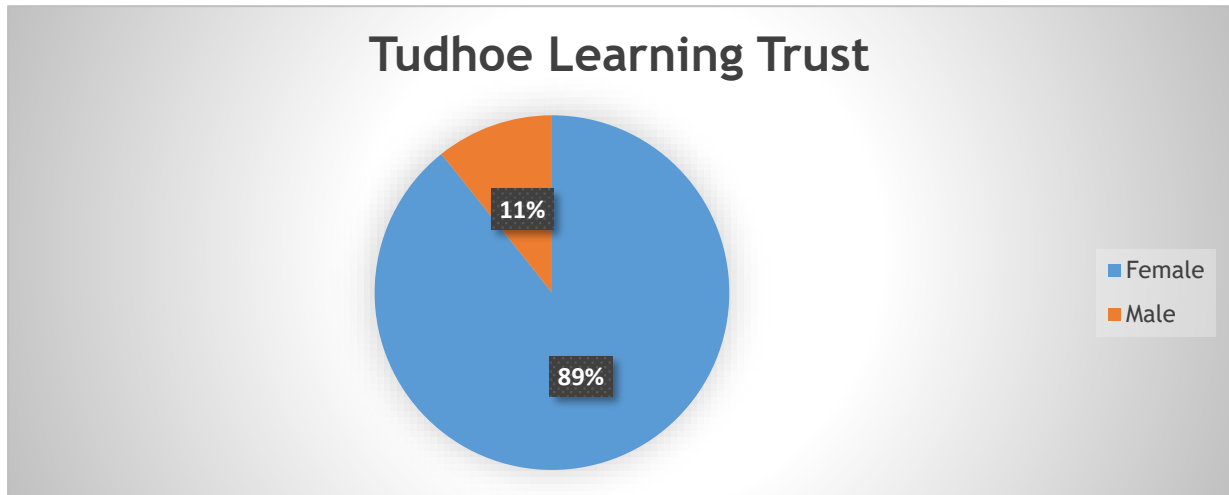
Our Commitment to Our Staff:

- We demand an equitable working environment that provides opportunity for all.
- We ensure all staff have access to training, coaching and development opportunities to support them to achieve their aspirations.
- We ensure that decision making on pay progression is appropriately moderated.
- We insist that those involved in leadership and the management of people are mindful of unconscious bias and act in an emotionally intelligent way.

Our Workforce...

The following information is based on “snapshot” data on 31 March 2017.

We employ a total of 252 people and our workforce is predominantly female.



Hourly Rates of Pay				
		Hourly Rate of Pay	Pay Gap %	
Mean	Female	£13.83	36.50%	
	Male	£21.78		
Median	Female	Lowest	(difference £8.46) 41.88%	
		Middle		£11.74
		Highest		£45.48
	Male	Lowest		£8.19
		Middle		£20.20
		Highest		£66.84

Senior Leadership - Employed		
	Female (225)	Male (27)
% of staff in senior leadership roles (groups)	7.5%	33%
% of staff in senior leadership roles (whole staff)	6.74%	3.57%

Quartiles - Gender Distribution		
	Female	Male
Upper	75%	25%
Upper Middle	96%	4%
Lower Middle	84%	16%
Lower	100%	0%

