



Our Gender Pay Gap Data

We collected our data on 31st March 2018, when our workforce consisted of 260 women and 82 men. The figures show that Tenterden Schools Trust has a mean gender pay gap of 16.2% and a median gender pay gap of 32.2%.

Mean Gender Pay Gap 16.2%

There are a higher proportion of women in support roles in comparison with male colleagues and a larger proportion of male colleagues working as Teachers than in support roles.

Median Gender Pay Gap 32.2%

There are a higher proportion of women in support roles (159 support staff and 101 teachers). There are more male colleagues working as Teachers (30 male support staff and 52 teachers).

Mean Bonus Pay

We were unable to provide a figure for this as no male members of staff received bonus payments.

Median Bonus Pay

We were unable to provide a figure for this as no male members of staff received bonus payments.

11.9% of Females received a bonus

0% of Males received a bonus

The above figures reflect that no teaching staff received bonus payments and also the effect of having more female staff in support roles that may attract bonus payments.

In the Lower Quartile 21.8% are Male, 78.2% are Female

In the Lower Middle Quartile 15.4% are Male, 84.6% are Female

In the Upper Middle Quartile 25.6% are Male. 74.4% are Female

In the Upper Quartile 39.2% are Male, 60.8% are Female