



Our Gender Pay Gap Data

We collected our data on 31st March 2020 when our workforce consisted of 269 women and 78 men. The figures show that Tenterden Schools Trust has a mean gender pay gap of 22.8% and a median gender pay gap of 36.9%.

Mean Gender Pay Gap 22.8%

This has increased by 7.6% since last year.

There continue to be 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 36.9%

This has increased by 6.4% since last year.

There continue to be a higher proportion of women in support roles (159 support staff and 100 teachers). There are more male colleagues working as Teachers (30 male support staff and 52 teachers).

Difference in Mean Bonus Pay 47%

This percentage is skewed as a percentage bonus was paid to some support staff. No teaching staff received bonus payments. Only 3 male support staff received bonus payments and two of these were full time. 27 female staff received bonus payments and of these 2 were full time.

Difference in Median Bonus Pay 46.8%

As above this percentage is skewed as a percentage bonus was paid to some support staff. No teaching staff received bonus payments. Only 3 male support staff received bonus payments and one of these was full time. 27 female staff received bonus payments and of these 2 were full time.

15.7% of Females received a bonus

10.3% 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.

Quartiles

In the Lower Quartile 14% are Male, 86.% are Female

In the Lower Middle Quartile 14% are Male, 86% are Female

In the Upper Middle Quartile 24.4% are Male. 75.6% are Female

In the Upper Quartile 38.4% are Male, 61.6% are Female