

The trend from the previous snapshot date of 31 March 2020 outlines that:

- Ø In the lower quartile, male employees represent 6.9% of the workforce and female employees 93.1%
- Ø In the lower middle quartile, male employees represent 20.9% of the workforce and female employees 79.1%)
- Ø In the upper middle quartile, male employees represent 19.1% of the workforce and female employees 80.9%
- Ø In the upper quartile, male employees represent 21.4% of the workforce and female employees 78.6%

Looking at the 100 posts with the lowest hourly rate 93 are female staff and 7 are male staff, this mainly cover two specific categories of staff, our cleaning, and lunchtime supervisory teams where it is notoriously rare to receive applications from male candidates for these roles.

Conversely, looking at the 50 posts with the highest hourly rate, 36 are female staff and 14 are male staff

TMET is proud that it continues to go against the national trend where women are less likely to be promoted. Such statistical analysis provides even greater confidence in conjunction with TMET policies where it is proven that pay decisions are gender neutral; are open; are fair; and are transparent. TMET is an equal pay employer, having regard to equal pay legislation and adhering to an equal pay practice.

Nil employees receive any bonus payments within TMET. The figures set out have been calculated using the standard methodologies used in the Equality Act 2010 Gender Pay Gap Information Regulation 2017 and the ACAS Guidance Managing the Gender Pay Gap. We calculated the pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions document which is reviewed on an annual basis. For support staff, the pay scales set by the National Joint Council for Local Government Services inform our payrates. In April 2021 we increased our pay to support staff by 2.75% rather than the 1.75% LGS agreement. Staff move through the pay scales grade based on a thorough and robust appraisal process, meaning earnings are based on performance outcomes, irrespective of their gender.

Although equal pay and the gender pay gap look at differences between women's and men's pay, they are two different issues and this needs to be remembered when reading this report. Equal pay is the right for men and women to be paid the same when doing the same or equivalent work. This is a legal requirement that we are committed to upholding at TMET. Gender pay gap is a measure of the difference between men's and women's average earnings across an organisation. All roles across the organisation are included in calculating the average earnings figure and it is expressed as a percentage of men's earnings

We take the issues of diversity and gender extremely seriously and I look forward to working with our employees as we continue to strive towards an ever more inclusive organisation.

Carolyn Robson, Chief Executive Officer

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