

## Gender Pay Gap Report As at 31<sup>st</sup> March 2020

Under laws welcomed by The Mead Educational Trust (TME) are required to publish an annual gender pay gap report. The gender pay gap gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees.

	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Overall	164	730	894							
Teacher	80	294	374	£32.81	£31.85	3.0%	£30.87	£31.24	-1.2%	
Support	84	436	520	£12.45	£11.69	6.5%	£12.24	£11.24		

The trend from the previous snapshot date of 31 March 2019 outlines that:

- ¾ The overall number of contracts of employment in place within the organisation has increased by 220 (674 employees in 2019)
- ¾ Employees within the organisation remain overall

	Lower Quartile	LowerMiddle Quartile	Upper Middle Quartile	Upper Quartile	TOTAL
Male	7.6%	23.8%	22.0%	20.1%	18.3%
Female	92.4%	76.2%	78.0%	79.9%	81.7%

The trend from the previous snapshot date of 31 March 2016 outlines that:

- ¾ In the lower quartile, male employees represent 7.6% of the workforce (as opposed to 8% previously) and female employees 92.4% (as opposed to 91% previously).
- ¾ In the lowermiddle quartile, male employees represent 23.8% of the workforce (as opposed to 26% previously) and female employees 76.2% (as opposed to 74% previously).
- ¾ In the upper middle quartile, male employees represent 22% of the workforce (as opposed to 22% previously) and female employees 78% (as opposed to 72% previously).
- ¾ In the upper quartile, male employees represent 20.1% of the workforce (as opposed to 20% previously) and female employees 79.9% (as opposed to 70% previously).

There is a significant disparity in the employees holding posts in the lower quartile. This can be clearly seen when looking at two specific categories of staff, cleaning and lunchtime supervisory teams:

Lunchtime Supervisory Team      Female staff 67 Male Staff 0

Cleaning Team                              Female staff 59 Male Staff 6

Looking at the 50 posts with the lowest hourly rate 43 are female staff and 7 are male staff

Conversely, looking at the 50 posts with the highest hourly rate 6 are female staff and 4 are male staff

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 have 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, we use the pay scales set by the National Joint Council for Local Government Services. 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 TME. 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.