

Gender Pay Gap Report: Published

Under laws welcomed by The Mead Educational Trust (TMET), we 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, irrespective of their role or seniority.

TMET is an equal opportunities employer. We support the fair treatment of all staff, irrespective of gender through our transparent policies including:

- Appraisal Policy
- Pay Policy
- Equality Policy
- Safer Recruitment Policy

This report is for the snapshot date of 31st March 2019.

| | No Employees/Contracts | | | Mean Pay (Hourly Rate) | | | Median Pay (Hourly rate) | | |
|----------------|------------------------|------------|------------|------------------------|---------------|--------------|--------------------------|---------------|--------------|
| | Male | Female | Total | Male | Female | Pay Gap | Male | Female | Pay Gap |
| Overall | 146 | 528 | 674 | £17.61 | £15.85 | 10.0% | £14.99 | £12.52 | 16.5% |
| Teacher | 73 | 214 | 287 | £22.77 | £23.03 | -1.1% | £22.86 | £23.25 | -1.7% |
| Support | 73 | 314 | 387 | £12.45 | £10.87 | 12.7% | £10.92 | £9.68 | 11.4% |
| | | | | | | | | | |

The trend from the previous snapshot date of 31 March 2018 outlines that:

- The overall number of contracts of employment in place within the organisation has remained almost static with 671 employees in 2018
- Employees within the organisation remain overall to be female – they dominate 78.3% of the workforce.
- There has been an overall reduction of six male employees since 2018
- The mean hourly rate pay gap between male and female employees has reduced from 10.9% to 10.0%.
- The median hourly rate pay gap between male and female employees has reduced from 26.6% to 16.5%.
- The mean hourly rate pay gap for female teachers has moved in favour of the female staff for the first time
- The mean hourly rate pay gap for female support staff has reduced from 16.1% to 12.7%

| | Lower Quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile | TOTAL |
|--------|----------------|-----------------------|-----------------------|----------------|-------|
| Male | 8.9% | 25.6% | 27.2% | 25.0% | 21.7% |
| Female | 91.1% | 74.4% | 72.8% | 75.0% | 78.3% |

The trend from the previous snapshot date of 31 March 2018 outlines that:

- In the lower quartile, male employees represent 8.9% of the workforce *(as opposed to 12.0% previously)* and female employees 91.1% *(as opposed to 88.0% previously)*.
- In the lower middle quartile, male employees represent 25.6% of the workforce *(as opposed to 26.8% previously)* and female employees 74.4% *(as opposed to 73.2% previously)*.
- In the upper middle quartile, male employees represent 27.2% of the workforce *(as opposed to 25.6% previously)* and female employees 72.8% *(as opposed to 74.4% previously)*.
- In the upper quartile, male employees represent 25.0% of the workforce *(as opposed to 26.2% previously)* and female employees 75.0% *(as opposed to 73.8% 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 57 Male Staff 1
Cleaning Team Female staff 47 Male Staff 6

Looking at the 50 posts with the lowest hourly rate 47 are female staff and 3 are male staff

Conversely, looking at the 50 posts with the highest hourly rate 35 are female staff and 15 are male staff

How does our pay gap compare to others?

Our mean average gender pay gap is 10.0%, which remains **well below the national average gender pay gap within the educational sector** of 19.7%.

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, 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 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

Notes to this Report:

- *All employers with more than 250 employees are legally required to report on their gender pay gap.*
- *Data provided is as at the required 'snapshot' date of 31 March 2019.*
- *The mean gender pay gap is the difference between the mean (average) hourly pay rate for all men in our organisation, and the mean hourly pay rate for all women, expressed as a percentage of the mean hourly rate for men.*
- *The median gender pay gap is the difference between the median (middle) value of hourly pay rates (when ordered from lowest to highest) for all men in our organisation, and the median value of hourly pay rates for all women, expressed as a percentage of the median hourly rate for men.*
- *The bonus gender pay gap is not applicable to The Mead Educational Trust as we do not make any bonus payments.*
- *Quartile pay distribution is the proportion of men and women in each 25% (quartile) of our pay structure, calculated by taking all the hourly pay rates, from lowest to highest, for all men and women and dividing them into four equal sections of 25%: lower, lower middle, upper middle and upper.*