

## Gender Pay Gap Report As of 31st March 2023

### 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 2023.

### Difference in hourly rate:

	Number of employees reviewed			Mean Pay (Hourly rate)			Median Pay (Hourly rate)		
	Male	Female	Total	Male	Female	Pay Gap	Male	Female	Pay Gap
Mar-23	224 (19.21%)	942 (80.79%)	1166	£20.32	£18.14	10.76%	£17.57	£15.39	12.41%
Mar-22	208 (19.31%)	869 (80.69%)	1077	£18.99	£17.07	10.11%	£16.04	£13.56	15.46%

- TMETs workforce continues to be predominantly Female, with c.81% Female (similarly to 2022)
- Comparing **mean hourly rates** shows Male pay + c.10.8% vs Female pay (broadly similar to 2022, c.10.1%)
- Whereas **median hourly rates** shows Male pay + c.12.4% vs Female pay (a gap that has closed somewhat since 2022, which was c.15.5%)

## Pay quartiles:

		Lower quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
2023	Male	8.25% (24)	24.4% (71)	20.89% (61)	23.29% (68)
	Female	91.75% (267)	75.6% (220)	79.11% (231)	76.71% (224)
2022	Male	9.26% (25)	22.59% (61)	23.05% (62)	22.39% (60)
	Female	90.74% (245)	77.41% (209)	76.95% (207)	77.61% (208)

The overall pattern of distribution for quartiles in 2023 remains broadly similar to 2022.

- ❑ The number of Female employees in the **Lower & Upper Middle quartiles** increased, while the number of Male employees has marginally reduced. Meaning, there's a proportional increase in Female employees.
- ❑ For both the **Lower Middle & Upper Quartiles** employee numbers increased for both Female and Male. Numerically, the number of Female employees increased more, but proportionally Male employees have a greater increase, due to a much lower starting number.

## Lowest & highest paid posts:

- ❑ Of the **100 posts at the lowest hourly rate**, 85 are Female & 15 Male (vs 88 Female & 12 Male in 2022). These posts mainly comprise of cleaning and lunchtime supervisory roles, for which it is notoriously rare to receive applications from Male candidates for.
- ❑ Of the **100 posts at the highest hourly rate**, 73 are Female & 27 Male (vs 74 Female & 26 Male in 2022).

TMET is proud to be an equal pay employer - having strong regard to equal pay legislation and adhering to an equal pay practice. We continue to constantly innovate our policies and processes to promote positive and fair progression for our employees.

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. 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 Male 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.

**Sarah Ridley, Chief Executive Officer**

**Key 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 2023.*
- *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.*