



**Gender Pay Gap – as at March 2019**

Maiden Erlegh Trust is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation but does not involve publishing pay data for individual employees.

Maiden Erlegh Trust supports the fair and equitable treatment of all staff irrespective of their gender, or the role they perform.

The Trusts’ pay policy, which is reviewed and published annually, aligns to the School Teachers Pay and Conditions Document for Teaching staff and the NJC (National Joint Council for Local Government Services) Green Book terms and conditions for support staff. Subject to meeting performance criteria, staff increment annually through the pay grade applicable to their job role, irrespective of gender.

**Maiden Erlegh Trust – Gender Pay Gap - Total**

Median Pay Gap	Mean Pay Gap	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
		Male	Female	Male	Female	Male	Female	Male	Female
62.8%	26.5%	5.9%	94.1%	12.6%	87.4%	36.7%	63.3%	33.6%	66.4%

Over the year to March 2019, the Median Pay Gap deteriorated by 16.9% whilst the Mean Pay Gap improved by 1.8% from 2018.

The pay gap measures are illustrative of the fact that female employees make up 78% of our staffing population, with there being a higher proportion of female employees in every quartile, but significantly more the lower and lower middle quartiles. As a result, the overall pay gap is attributable to the very low proportion (8.5%) of male employees who occupy roles in the lower grades that make up the lower and lower-middle quartiles.

We have also analysed our gender pay gap across the range of roles within the Trust and have split these across Leadership, Teaching Staff and Support Staff.

**Maiden Erlegh Trust – Gender Pay Gap split by role area:**

	Median Pay Gap	Mean Pay Gap	Lower Quartile		Lower Middle		Upper Middle		Upper Quartile	
			Male	Female	Male	Female	Male	Female	Male	Female
<b>Leadership</b>	18.2%	9.9%	28.6%	71.4%	0.0%	100.0%	57.1%	42.9%	57.1%	42.9%
<b>Teaching Staff</b>	-1.7%	-4.2%	37.0%	63.0%	32.6%	67.4%	23.9%	76.1%	43.5%	56.5%
<b>Support Staff</b>	16.8%	26.5%	7.6%	92.4%	3.0%	97.0%	11.9%	88.1%	27.3%	72.7%

When analysed at this level the mean gender pay gap across Leadership (9.9%) and Teaching roles (-4.2%) is significantly improved and demonstrates our commitment to equality. The Leadership pay gap is attributable to the fact we have a higher proportion of females who are starting their leadership journey added to the fact that three of the four Headteachers are male.

The mean and median pay gap result for our support staff is attributable to the fact that 88% of our support staff employees are female, with a higher proportion of females occupying roles with grades that sit in the lower quartiles.

**Mr Jonathon Peck FCMA, CGMA**  
**Chief Financial and Operations Officer**  
**March 2020**