



Gender Pay Gap – as at March 2023

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. 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
2023	44.9%	29.9%	8.3%	91.7%	9.7%	90.3%	23.1%	76.9%	33.6%	66.4%
2022	42.4%	30.1%	3.7%	96.3%	14.0%	86.0%	25.0%	75.0%	34.1%	65.9%
2021	42.7%	26.4%	3.6%	96.4%	15.9%	84.1%	28.3%	71.7%	33.8%	66.2%

Over the year to March 2023, the Median Pay Gap increased by 2.5% however the Mean Pay Gap decreased by 0.2% from 2022.

The Median Pay Gap measures the difference in the midpoints in the ranges of hourly pay of males and females within the organisation.

The Median Hourly Rate for Females in the year to March 2023 was **£14.19** (March 2022 – £14.14).

The Median Hourly Rate for Males in the year to March 2023 was **£25.76** (March 2022 – £24.54).

The Median Pay Gap is illustrative of the fact that female employees make up 81% of our staffing population, alongside which 56% of female employees occupy roles that sit within the lower and lower-middle quartiles. These roles are predominantly support staff roles that attract female candidates more so than male candidates. Examples of these roles include teaching assistants, catering staff, exam invigilators and the like which are part-time in nature and evaluated in job grades and spinal points as negotiated nationally by the National Joint Council. In terms of the roles occupied by males in the organisation, 65.5% are in teaching staff posts which attract higher salaries.

The Mean Pay Gap measures the difference between the hourly earnings of male and female employees within the organisation.

The Mean Hourly Rate for Females in the year to March 2023 was **£18.11** (March 2022 – £17.54) +3.15%.

The Mean Hourly Rate for Males in the year to March 2023 was **£25.81** (March 2022 – £25.10) +2.75%.

The Mean Pay Gap arises due to the proportion of females who occupy roles at lower rates of pay relative to the proportion of males who occupy roles at higher rates of pay. To illustrate this, 33.6% of those roles within the Upper Quartile are occupied by males, whereas only 8.3% of roles in the Lower Quartile are occupied by males.

In order to understand more fully where our pay gaps appear, we have analysed the data across broad role categories.

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

	Median Pay Gap	Mean Pay Gap	Lower Quartile		Lower Middle Qaurtile		Upper Middle Quartile		Upper Quartile	
			Male	Female	Male	Female	Male	Female	Male	Female
Leadership	18.3%	29.6%	11.1%	88.9%	20.0%	80.0%	33.3%	66.7%	66.7%	33.3%
Teaching Staff	2.9%	7.8%	16.7%	83.3%	25.9%	74.1%	31.5%	68.5%	33.3%	66.7%
Support Staff	29.8%	24.6%	7.5%	92.5%	7.4%	92.6%	8.8%	91.3%	22.5%	77.5%

Leadership includes all roles paid on the Leadership spine and includes roles from Assistant Headteacher through to Chief Executive Officer. It also includes central services staff in leadership posts which may or may not be paid on the Leadership spine. When analysed at this level the mean gender pay gap across Leadership (29.6%) exists primarily because four of seven Headteachers are male and occupy roles in schools in higher Headteacher Reference Groups. Even though females account for 60% of all leadership posts, a higher proportion of females occupy leadership roles at Assistant Headteacher level, the lowest leadership level, which are paid at lower levels of the Leadership spine.

Teaching roles includes all teaching staff excluding those who are paid on the Leadership spine. There exists a pay gap of 2.9% (Median) and 7.8% (Mean) and this is attributable to the difference in the proportion of males to females in the lower quartiles relative to the upper quartiles.

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 very high proportion (92%) of female employees occupying roles within pay grades that sit in the lower and lower-middle quartiles.



Mr Jonathon Peck MBA, FCMA, CGMA
Chief Executive Officer
March 2024