



Gender Pay Gap

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
59.5%	29.8%	8.0%	92.0%	9.0%	91.0%	33.7%	66.3%	31.0%	69.0%

In reviewing our gender pay gap result we have a very high proportion of females in the lower and lower middle quartiles (greater than 90%), and approximately two thirds of females in the upper middle and upper quartiles. 80% of the Trusts staff are female and as a result, the gender pay gap outcome is not unexpected due to the imbalance in the male to female gender population across our organisation.

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
Leadership	0.0%	-11.1%	0.0%	100.0%	66.7%	33.3%	66.7%	33.3%	33.3%	66.7%
Teaching Staff	-0.1%	-0.2%	36.1%	63.9%	33.3%	66.7%	8.3%	91.7%	45.7%	54.3%
Support Staff	12.0%	21.7%	12.5%	87.5%	2.0%	98.0%	12.0%	88.0%	20.0%	80.0%

When analysed at this level the mean gender pay gap across Leadership (-11.2%) and Teaching roles (-0.2%) is significantly improved and demonstrates equality; the median gender pay gap is negligible.

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, and a higher proportion of females occupy roles with grades that sit in the lower quartiles.

Mr Jonathon Peck ACMA, CGMA
Director of Finance and Operations and Trustee
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