



**Gender Pay Gap – as at March 2020**

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 Qaurtile		Upper Middle Quartile		Upper Quartile	
			Male	Female	Male	Female	Male	Female	Male	Female
2020	49.8%	29.9%	4.7%	95.3%	13.4%	86.6%	28.3%	71.7%	38.6%	61.4%
2019	54.3%	26.5%	5.9%	94.1%	12.6%	87.4%	36.7%	63.3%	33.6%	66.4%

Over the year to March 2020, the Median Pay Gap reduced by 4.5% whilst the Mean Pay Gap increased by 3.4% from 2019.

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 2020 was **£11.08**.

The Median Hourly Rate for Males in the year to March 2020 was **£22.07**.

The Median Pay Gap is illustrative of the fact that female employees make up 79% of our staffing population, alongside the fact that 45% of female employees occupy roles that sit within the lower and lower-middle quartiles. These roles are predominantly support staff roles that have historically attracted female candidates more so than male candidates for a number of reasons. 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, 71% are in teaching staff posts

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

The Mean Hourly Pay Gap for Females in the year to March 2020 was **£15.74**.

The Mean Hourly Pay Gap for Males in the year to March 2020 was **£22.46**.

The Mean Pay Gap is illustrative again of the proportion of females who occupy roles at lower rates of pay relative to males who occupy roles at higher rates of pay.

In order to understand more fully where our pay gaps appear, we have analysed our gender pay gap across each category of role in terms of 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>	14.1%	14.4%	33.3%	66.7%	12.5%	87.5%	44.4%	55.6%	62.5%	37.5%
<b>Teaching Staff</b>	7.5%	5.6%	23.5%	76.5%	31.4%	68.6%	23.1%	76.9%	43.1%	56.9%
<b>Support Staff</b>	25.1%	35.0%	4.5%	95.5%	6.0%	94.0%	10.3%	89.7%	28.4%	71.6%

When analysed at this level the mean gender pay gap across Leadership (14.4%) exists primarily because four of six Headteachers are male, and even though females account for 64% of all leadership posts, a higher proportion of females are paid on the lower spinal points of their role. This is therefore a picture that is likely to improve over time as they progress through the grades.

Teaching roles (5.6%) is significantly improved, but again exists primarily as a higher proportion of male colleagues occupy higher scale points within the teaching staff pay ranges.

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 (95%) of female employees occupying roles within pay grades that sit in the lower quartiles.

The Trust is considering a range of activities in order to improve the gap measures, such as strategic workforce management and demographic analysis, introduction of a wider range of learning and development opportunities particularly to support women moving into leadership roles, and a review of recruitment and retention processes aimed eliminating potential barriers for women.



**Mr Jonathon Peck FCMA, CGMA**  
**Chief Financial and Operations Officer**  
**March 2021**