



Gender Pay Gap – as at March 2021

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
2021	42.7%	26.4%	3.6%	96.4%	15.9%	84.1%	28.3%	71.7%	33.8%	66.2%
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 2021, the Median Pay Gap reduced by 7.1% and the Mean Pay Gap reduced by 3.5% from 2020.

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 2021 was **£13.53** (March 2020 – £11.08).

The Median Hourly Rate for Males in the year to March 2021 was **£23.63** (March 2020 – £22.07).

The Median Pay Gap is illustrative of the fact that female employees make up 80% of our staffing population, alongside the fact that 43% 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, 67% 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 2021 was **£17.25** (March 2020 – £15.74).

The Mean Hourly Rate for Males in the year to March 2021 was **£23.46** (March 2020 – £22.46).

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, 33.8% of those roles within the Upper Quartile are occupied by males, whereas only 3.6% 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	12.1%	8.4%	44.4%	55.6%	11.1%	88.9%	44.4%	55.6%	62.5%	37.5%
Teaching Staff	0.6%	1.3%	28.6%	71.4%	27.3%	72.7%	23.2%	76.8%	32.7%	67.3%
Support Staff	32.4%	28.2%	4.1%	95.9%	4.1%	95.9%	17.6%	82.4%	24.7%	75.3%

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 (8.4%) exists primarily because five of six Headteachers are male, and even though females account for 60% of all leadership posts, a higher proportion of females occupy leadership roles at Assistant Headteacher level, and these roles attract a lower salary.

Teaching roles includes all teaching staff excluding those who are paid on the Leadership spine. There exists a small pay gap of 0.6% (Median) and 1.3% (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 87% of our support staff employees are female, with a very high proportion (96%) of female employees occupying roles within pay grades that sit in the lower and lower-middle quartiles.



Mr Jonathon Peck FCMA, CGMA
Chief Financial and Operations Officer
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