



Gender Pay Gap Report

2019-20

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Introduction

We are 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; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of the snapshot date 31st March.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

There are six key metrics required by the legislation. These are:

1. [the difference in the mean pay of full-pay men and women, expressed as a percentage;](#)
2. [the difference in the median pay of full-pay men and women, expressed as a percentage;](#)
3. [the difference in mean bonus pay of full-pay men and women, expressed as a percentage;](#)
4. [the difference in median bonus pay of full-pay men and women, expressed as a percentage;](#)
5. [the proportion of men and women who received bonus pay; and](#)
6. [the proportion of full-pay men and women in each of four quartile pay bands.](#)

Six Metrics

1. Difference in Mean Hourly Rate

There is a 32% difference between male and female hourly rate with males having the average higher rate.

2. Difference in Median Hourly Rate

There is a 69.5% difference between male and female hourly rate with males having the average higher rate.

We believe this is due to roles such as cleaners and lunchtime supervisors which have the lowest rate of hourly pay are traditionally female dominant. This is shown further on in the report when looking at quartiles and splitting into roles.

3. Difference in Mean Bonus Pay

4. Difference in Median Bonus Pay

5. Proportion of Male and Females who receive Bonus Pay

There are no staff members across Mercia Learning Trust who receive any bonus pay.

6. Male and Female Percentage in Each Quartile

	Male	Female
Lower Quartile	20%	80%
lower middle	24%	76%
upper middle	24%	76%
Upper	44%	56%

Statement

Looking at the results we believe the main reason for the mean and medium hourly rate difference between genders is due to roles such as cleaners and lunchtime supervisors are traditionally a female dominant role and as they are at the lowest hourly rate at living wage contribute to the gender gap. This also shows in the lower quartile with the majority of staff members being female.

However, the upper quartiles females have a higher percentage showing females have also been able to progress within the Trust at the same and higher rate as males.

Other reasons for females having lower hourly rate and being in lower quartiles could be:

- A struggle to recruit males in the traditionally female-dominated roles within catering/hospitality
- A struggle to recruit males in the traditionally female-dominated roles within administration
- Women are more likely to have breaks from their work that have affected their career progression (especially within teaching role)

Gender Pay Gap Between Roles

Splitting this data down into roles would show more accurate/precise information. The data split into roles shows as follows:

Management

Mean Difference between males and females in Management – 20% with males having a higher rate

Median Difference between males and females in Management – 2%

with Females having a higher rate

Teachers

Mean Difference between male and female Teachers – 7% with males having high rate

Median Difference between male and female Teachers – 10%

Admin/Support

Mean Difference between male and female Admin/Support Staff – 9% with females having high rate

Median Difference between male and female Admin/Support Staff – 9% with males having high rate

Cleaners/Midday Supervisors

Out of all cleaning staff there are only two males. One is the same hourly rate as others and the other has a lead role with a slightly higher hourly rate.

Wider Picture

When comparing this to wider data within the UK we find that:

- The results shown when splitting between roles shows a more accurate finding. They sit significantly below the national average of around 18% and each year we are having a more even split between genders.
- Statistically there are more females than males working in education especially within primary schools which influences results.
- Statistically females are more likely to have breaks from work which have affected their career progression

There are all factors which explain the gender pay gap within the Academy Trust however as a whole our data shows equal opportunity for progression and pay with both male and female employees.

Outcome

To ensure we continue to offer equal opportunities for both genders and close the gender pay gap we will ensure:

- Continuing to follow the correct policies and procedures are followed to ensure equal opportunities for all
- Investigate and identify any barriers with females returning from maternity leave and ability to progress in their profession.
- Research into similar industry to see if others have the same issues with gender pay gap.
- Increase male representation within data

Mercia Learning Trust will continue to establish a culture of trust. We are committed to equal pay and investment in progression of our employees.

These figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation.

A handwritten signature in black ink, appearing to be 'A. Smith', enclosed in a circular scribble.

Signature: _____ Date: 18 March 2020 _____