



Gender Pay Gap Report

2023-24

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Introduction

Mercia Learning Trust 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.](#)

Gender Pay Gap Headlines

Pay Gap versus Equal Pay

The gender pay gap is different from unequal pay. Unequal pay is giving women less than men for the same work. This has been unlawful since the Equal Pay Act was introduced in 1970.

Our Results

At Mercia Learning Trust, the workforce comprises a higher proportion of women compared to men at 73% across all employees with women outnumbering men in every pay quartile, including the highest one. Although the distribution of women across the upper pay quartiles suggests a noteworthy presence of successful female leaders within our trust, the primary contributing factor to our gender pay outcomes is the substantial overrepresentation of female staff in the lower quartiles. These factors predominantly influence our gender pay gap.

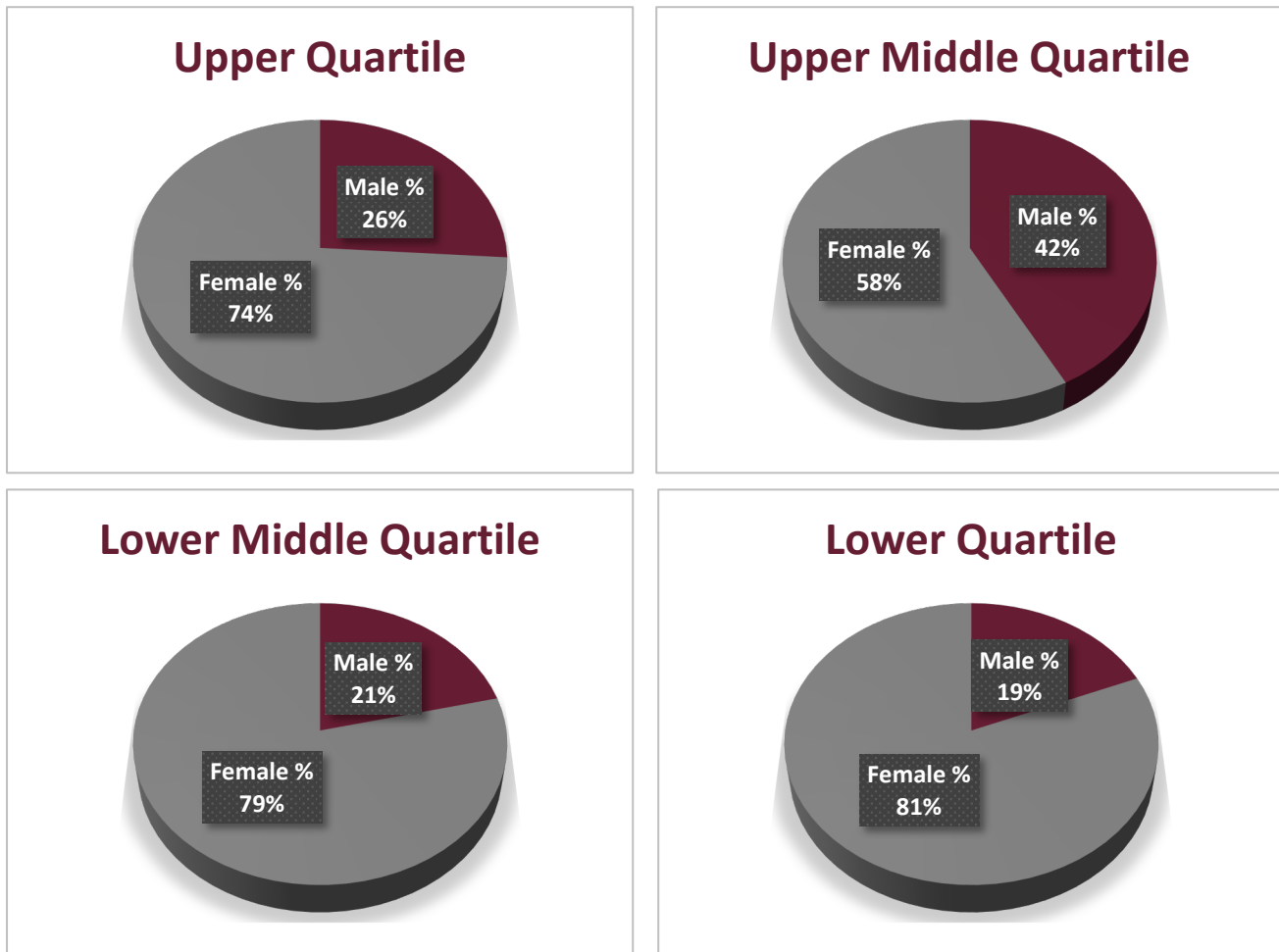
Mean and Median

The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the mid points in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

	Mean	Median
Pay gap % difference Male to Female	17.3%	37.2%

The Mean has marginally decreased by 0.4% compared to the previous report.

Pay Quartiles



Bonus Pay

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

Gender Pay Gap by Categories of Staff

The below table shows the gender gap split between the two different categories of staff paid under different nationally set terms & conditions supporting a more accurate representation of Mercia Learning Trust's gender pay gap which is significantly reduced.

		Mean	Median
Pay gap % difference Male to Female	Support	5.3%	1.6%
	Teaching	3.5%	0%

Supporting Statement

The Mercia Learning Trust is required by law to publish an annual gender pay gap report and operates within the education sector. The structure of the company in these reports is as follows:

- Mercia Learning Trust (Charitable Company)

As at the data capture point the Trust comprised of 3 Secondary Schools (including a Teaching School) 4 primary Schools and a Central Team.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Information) Regulations 2017. Under the law, men and women must receive equal pay for:

- The same or broadly similar work
- Work rated as equivalent under a job evaluation scheme

Influencing Factors

The gender pay gap at our organisation is notably affected by the substantial representation of females, constituting 73% of our workforce, as well as the high proportion of females in the lower quartile.

This is a national issue where some roles create a cultural gender split such as the significant number of females working in support roles such as teaching assistants, midday supervisors and cleaners where most of these fall into the Lowest Quartile.

Mercia Learning Trust maintains nationally recognised pay scales for teachers and support staff and evaluates job roles and pay grades as necessary to ensure a fair structure.

Closing the Gap

We are an Equal Opportunities employer. Our staff are recruited and promoted on the basis of their merits and abilities and no job applicant or employee receives less favourable treatment on the grounds of racial group, origin or nationality, sex, disability, marital status, age, sexual orientation, political or religious beliefs or trade union activity.

Mercia Learning Trust recognise the national issue of a gender pay gap and ensure that we are effectively recruiting, retaining and supporting our female workforce into leadership positions. Whilst we recognise not all employees want the same things from their working lives, we aim to provide all staff with the best opportunities to progress and develop in both new and senior roles across our Trust. Performance management will continue to be open, transparent and objective across all our schools.

Whilst the needs of our children and young people are of the utmost importance, the Trust have a robust Flexible Working policy where most roles could be considered as job-share, reduced hours, term time only and flexible working patterns which can be applied for and reviewed on a case-by-case basis.

Mercia Learning Tryst are confident that there is no variation on pay between female and male staff undertaking the same role.

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

Signature: -----

Date: ___Feb 2024_____