

Gender Pay Gap Report As at 31st March 2020

Under laws welcomed by The Mead Educational Trust (TME) are required to publish an annual gender pay gap report. The gender pay gap gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees.

| | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 | 2027 | 2028 |
|---------|------|------|------|--------|--------|------|--------|--------|-------|------|
| Overall | 164 | 730 | 894 | | | | | | | |
| Teacher | 80 | 294 | 374 | £32.81 | £31.85 | 3.0% | £30.87 | £31.24 | -1.2% | |
| Support | 84 | 436 | 520 | £12.45 | £11.69 | 6.5% | £12.24 | £11.24 | | |

The trend from the previous snapshot date of 31 March 2019 outlines that:

- ¾ The overall number of contracts of employment in place within the organisation has increased by 220 (674 employees in 2019)
- ¾ Employees within the organisation remain overall

| | Lower Quartile | LowerMiddle Quartile | Upper Middle Quartile | Upper Quartile | TOTAL |
|--------|----------------|----------------------|-----------------------|----------------|-------|
| Male | 7.6% | 23.8% | 22.0% | 20.1% | 18.3% |
| Female | 92.4% | 76.2% | 78.0% | 79.9% | 81.7% |

The trend from the previous snapshot date of 31 March 2016 outlines that:

- ¾ In the lower quartile, male employees represent 7.6% of the workforce (as opposed to 8% previously) and female employees 92.4% (as opposed to 91% previously).
- ¾ In the lowermiddle quartile, male employees represent 23.8% of the workforce (as opposed to 26% previously) and female employees 76.2% (as opposed to 74% previously).
- ¾ In the upper middle quartile, male employees represent 22% of the workforce (as opposed to 22% previously) and female employees 78% (as opposed to 72% previously).
- ¾ In the upper quartile, male employees represent 20.1% of the workforce (as opposed to 20% previously) and female employees 79.9% (as opposed to 70% previously).

There is a significant disparity in the employees holding posts in the lower quartile. This can be clearly seen when looking at two specific categories of staff, cleaning and lunchtime supervisory teams:

Lunchtime Supervisory Team Female staff 67 Male Staff 0

Cleaning Team Female staff 59 Male Staff 6

Looking at the 50 posts with the lowest hourly rate 43 are female staff and 7 are male staff

Conversely, looking at the 50 posts with the highest hourly rate 6 are female staff and 4 are male staff

Nil employees receive any bonus payments within TMET. The figures set out have been calculated using the standard methodologies used in the Equality Act 2010 Gender Pay Gap Information Regulation 2017 and the ACAS Guidance Managing the Gender Pay Gap. We have calculated the pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions document which is reviewed on an annual basis. For support staff,