



Meller Educational Trust
Aspiration, Compassion
& Excellence.

Gender Pay Gap

The Trust is committed to equal opportunities and ensuring fair and consistent pay.

As is common in the education sector, the Trust employs more women than men. At the reference point of 31 March 2017, there were 275 members of staff on the payroll, of whom 197 (72 per cent) were women. In each of the first three quartiles, the split between men and women was consistent. In the upper quartile, there is a reduced majority of women.

The Trust is proud that there is equal gender representation on our Board (3 men and 3 women as at 31 March 2018), and that we have one female and one male principal in our two schools. Nonetheless, we recognise that there is more to be done to understand the reasons for, and narrow, this gap.

Our submission to the Government Website for Gender Pay can be found at: <https://gender-pay-gap.service.gov.uk/viewing/employer-details?id=9eQczFvchzB-VAfGGqjq7g%21%21>, and shows:

- Women's hourly rate is 19.7% lower (mean) and 19.9% lower (median).
- Top salary quartile has 43% men and 57% women
- Upper middle salary quartile has 24% men and 76% women
- Lower middle salary quartile has 23% men and 77% women
- Lower salary quartile has 24% men and 76% women

No staff received a bonus in the period.

April 2018