

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 2019**, there were 251 (March 2018: 271) members of staff on the payroll, of whom 180 (2018: 185) were women, or 71.7% (2018: 68.3%).

The Trust is proud that there is equal gender representation on our Board, and that we have one female and one male principal in our two schools. The education sector is experiencing a significant turnover of teachers, meaning that the workforce can change significantly between reference points, although less so in the top quartile. Since the 2018 reference point, we have seen an overall reduction of staff but an increased proportion of women within the overall workforce. Throughout this process, the Trust has seen an increased proportion of women within quartile 2, with the upper quartile remaining static.

Meller Educational Trust ceased trading on 1 February 2020, with the schools and staff transferring to Future Academies Trust. This will therefore be the final gender pay gap report for this organisation. Staff terms and conditions are protected under the Transfer of Undertakings Regulations (TUPE).

This report is made in accordance with the Equality Act 2010 regulations, and provides a snap shot at 31 March each year of pay within the organisation. It shows the differences in average and median pay between men and women, and is a reflection of the distribution of men and women among all of the Trust's employment posts. It is different to the legal concept of "equal pay", which requires consistency of pay within comparable jobs, and to which the Trust complied. The Trust, and its schools, have devolved pay structures between schools and for central staff, due to historical reasons, including TUPE. Bonuses, where paid, are determined by the component entity within this structure, and are based on performance. The bonuses reported here related to non-consolidated performance awards. In line with the national picture for teachers and school support staff, some staff may have additionally or instead received a performance-based increment as part of the annual pay award, and which is included within the hourly rate analysis. For this reason, the percentage of staff receiving bonuses varies year to year.

Our submission to the Government Website for Gender Pay can be found at: <https://gender-pay-gap.service.gov.uk/Employer/nOnjvr5s>, and shows:

- At March 2019, women's hourly rate was 27.8% lower (mean) and 33.8% lower (median);
- At March 2018, women's hourly rate was 25.4% lower (mean) and 29.4% lower (median);
- Top salary quartile has 54% women and 46% men;
- Upper middle salary quartile has 68% (2018: 59%) women and 32% (2018: 41%) men;
- Lower middle salary quartile has 77% (2018: 79%) women and 23% (2018: 21%) men;
- Lower salary quartile has 87% (2018: 81%) women and 13% (2018: 19%) men;
- Bonuses in the year to March 2018 were paid to 18.41% (2018: 12.4%) of women and 21.3% (2018: 11.6%) of men.

Richard Elms, Chief Executive
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