

Gender Pay Gap Reporting – 30 March 2021

MKET is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Due to COVID-19, Gender Pay Gap reporting did not take place for March 2020.

The three calculations which we are obliged to publish and report are:

1. Mean gender pay gap in hourly pay
2. Median gender pay gap in hourly pay
3. Proportion of males and females in each pay quartile

The gender pay gap is shown by the percentage difference between the two averages.

All MKET Staff as at 30 March 2021

Headcount as at 30 March 2021	Female	277
	Male	97
	Total Staff	374
Average Hourly Rate	Female	16.24
	Male	18.39
	All Staff	17.32

1. The Mean gender pay gap in hourly pay as a percentage of male pay

Mean Gender Pay Gap as at 30 March 2017	16.45%	(15.69-13.11) /15.69 *100	Mean Gender Pay Gap as at 30 March 2018	12.55%	(16.26-14.22) /16.26*100	Mean Gender Pay Gap as at 30 March 2019	13.79%	(16.53-14.25) /16.53*100	Mean Gender Pay Gap as at 30 March 2021	11.69%	(18.39 – 16.24) /18.39*100)
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2. The Median gender pay gap in hourly pay as a percentage of male pay

Median Gender Pay Gap as at 30 March 2017	29.98%	(14.81-10.37) /14.81*100	Median Gender Pay Gap as at 30 March 2018	17.04%	(14.73-12.22) /14.73*100	Median Gender Pay Gap as at 30 March 2019	16.06%	(14.51 - 12.18) /14.51*100	Median Gender Pay Gap as at 30 March 2021	4.39%	(14.80 – 14.15/ 14.80*100)
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3. Proportion of males and females in each pay quartile.

	30 March 2017				30 March 2018				30 March 2019				30 March 2021			
	M	%	F	%	M	%	F	%	M	%	F	%	M	%	F	%
LQ	11	13.6%	83	28.1	14	16.3	67	28.3	26	24.8	62	24.8	24	24.74	70	25.27
LMQ	16	19.7%	78	26.4	18	20.9	82	26.1	27	25.7	63	25.2	24	24.74	69	24.91
UMQ	23	28.4%	71	24.1	22	25.6	59	24.9	26	24.8	63	25.2	24	24.74	69	24.91
UQ	31	38.3%	63	21.4	32	37.2	49	20.7	26	24.8	62	24.8	25	25.78	69	24.91
Total	81	100%	295	100%	86	100%	237	100%	105	100%	250	100%	97	100%	277	100%

4. The Comparative data of males and females in each pay quartile for each year

30 March 2018						
	M	Total M & F	%	F	Total M & F	%
LQ	14	81	17.28	67	81	82.7
LMQ	18	80	22.50	62	80	77.5
UMQ	22	81	27.16	59	81	72.8
UQ	32	81	39.51	49	81	60.5
Total	86	323		237	323	

30 March 2019						
	M	Total M & F	%	F	Total M & F	%
LQ	26	88	29.5	62	88	70.5
LMQ	27	90	30.0	63	90	70.0
UMQ	26	89	29.2	63	89	70.8
UQ	26	88	29.5	62	88	70.5
Total	105	355		250	355	

30 March 2021						
	M	Total M & F	%	F	Total M & F	%
LQ	24	94	25.53	70	94	74.47
LMQ	24	93	25.81	69	93	74.19
UMQ	24	93	25.81	69	93	74.19
UQ	25	94	26.60	69	94	73.40
Total	97	374		277	374	

For March 2017, there were a total of 81 male employees and 295 female employees totalling 376. The lowest number of male employees (11) and highest number of female employees (83) are in the lower paid job roles, totalling 25%. For March 2018, there were 323 employees in total with 86 male employees. Overall, we had a 73% female/27% male split across MKET. For March 2019, there were 355 employees in total, 105 male employees with an overall, 70% female/30% male split across MKET. For March 2021, there were 374 employees in total, an increase of 5% in the number of employees across MKET over the two year period. There is a 26% male/74% female split across MKET.

The median gender pay gap is 4.39% which is a significant reduction from March 2019 where the gap was 16.06%. Since first reporting in 2017 the Mean gender pay gap has reduced from 16.45% to 11.69%, again a noticeable reduction

MKET will:

- explore whether proportionately more women than men apply for, and are appointed to a range of roles across all pay quartiles within the Trust.

I can confirm that this is an accurate representation of the Gender pay information.



Michelle Currie
Chief Executive Officer
June 2021