



# Gender Pay Gap Reporting

30 March 2022

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## 1) Overview

In the UK, public, private and voluntary sector organisations with 250 or more employees are required to report on their gender pay gaps annually. The reports show the difference between the average earnings of men and women, expressed relative to men's earnings. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women.

Employers must report six different measures, based on a snapshot of pay data on a date set out by the Government Equalities Office:

- median gender pay gap – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- mean gender pay gap – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- median bonus gap – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
- mean bonus gap – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
- bonus proportions – the proportions of male and female relevant employees who were paid bonus pay during the relevant period
- quartile pay bands – the proportions of male and female full-pay relevant employees in the lower (LQ), lower-middle (LMQ), upper-middle (UMQ) and upper quartile pay bands (UQ).

Taking a 'snapshot' of this data on a set date (MKET being 30 March), as required by regulation, creates a level playing field for all reporting organisations.

Milton Keynes Education Trust is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We do not pay bonuses to any member of staff as such there are three calculations which we are obliged to publish and report on being:

- Mean gender pay gap
- Median gender pay gap
- Quartile pay bands

## 2) Milton Keynes Education Trust Staff as at 30 March 2022

	Gender	Number	Percentage
Headcount as at 30 March 2022	Female	274	68.8%
	Male	124	31.2%
	<b>Total Staff</b>	<b>398</b>	<b>100%</b>

	Gender	Mean Hourly Pay	Median Hourly Pay
Average Hourly Rate	Female	£15.65	£14.35
	Male	£16.52	£15.20
	<b>All Staff</b>	<b>£16.09</b>	<b>£14.78</b>

## 3) MKET mean gender pay gap

To calculate the mean pay gap, we add together all the hourly pay rates that women received, divided by the number of women in our workforce. We then repeat this calculation for men. The difference between these figures is the mean gender pay gap.

Year	Mean Gender Pay Gap	Percentage Point Change Year on Year
30 March 2017	16.45%	-
30 March 2018	12.55%	-3.9%
30 March 2019	13.79%	+1.24%
30 March 2020	13.75%	-0.04%
30 March 2021	11.69%	-2.06%
30 March 2022	5.27%	-6.42%

This year the average pay for women was 5.27% less per hour than the average pay for men. This gap means that for every £1 a man received, a woman received 94.73p.

Our overall mean pay gap has decreased year on year over the past three years.

Like many organisations of our size, the Chief Executive's salary has a significant impact on our mean gender pay gap. Our Chief Executive is female.

#### 4) MKET median gender pay gap

To calculate our median gender pay gap, we first rank all our employees by their hourly pay. Then we compare the hourly rate the woman in the middle of the female pay range received with what the man in the middle of the male pay range received. The difference between these figures is the median gender pay gap.

Year	Median Gender Pay Gap	Percentage Point Change Year on Year
30 March 2017	29.98%	-
30 March 2018	17.04%	-12.94%
30 March 2019	16.06%	-0.98%
30 March 2020	4.39%	-11.67%
30 March 2021	16.07%	+11.68%
30 March 2022	5.59%	-10.48%

This year the woman in the middle of the female pay range received 5.59% less than the man in the middle of the male pay range. This median gap means that for every £1 a man received, a woman received 94.41p.

Our overall median gender pay gap has been moving around since the beginning of statutory reporting. It narrowed again this year by 10.48 percentage points due to the shift in the proportions of men and women in the highest and lowest pay quartiles.

#### 5) Comparing median and mean gender pay gaps

The median is used extensively as a headline measure by pay researchers because it is less swayed by extreme values, particularly the small number of people on high salaries.

The mean is useful because it does capture the effect of a small number of high earners. This is something we are interested in, given that women's responsibilities beyond work have traditionally limited their access to higher-level, higher-paid jobs.

The difference between an organisation's mean and median pay gap can provide valuable insight. The presence of very low earners can make the mean smaller than the median. A group of very high earners can make the mean larger than the median.

This year our median and mean pay gaps are similar, suggesting we don't have concentrated groups of extremely high or low earners. The difference between the two pay gap figures has narrowed compared with last year.

6) MKET pay quartiles

	30 March 2017				30 March 2018				30 March 2019			
	M	%	F	%	M	%	F	%	M	%	F	%
<b>LQ</b>	11	13.6%	83	28.1%	14	16.3%	67	28.3%	26	24.8%	62	24.8%
<b>LMQ</b>	16	19.7%	78	26.4%	18	20.9%	82	26.1%	27	25.7%	63	25.2%
<b>UMQ</b>	23	28.4%	71	24.1%	22	25.6%	59	24.9%	26	24.8%	63	25.2%
<b>UQ</b>	31	38.3%	63	21.4%	32	37.2%	49	20.7%	26	24.8%	62	24.8%
<b>Total</b>	<b>81</b>	<b>100%</b>	<b>295</b>	<b>100%</b>	<b>86</b>	<b>100%</b>	<b>237</b>	<b>100%</b>	<b>105</b>	<b>100%</b>	<b>250</b>	<b>100%</b>

	30 March 2020				30 March 2021				30 March 2022			
	M	%	F	%	M	%	F	%	M	%	F	%
<b>LQ</b>	26	24.8%	76	23.68%	24	24.74%	70	25.27%	28	22.58%	72	26.28%
<b>LMQ</b>	27	25.7%	84	26.17%	24	24.74%	69	24.91%	29	23.39%	71	25.91%
<b>UMQ</b>	26	24.8%	83	25.86%	24	24.74%	69	24.91%	27	21.77%	72	26.28%
<b>UQ</b>	26	24.8%	78	24.29%	25	25.78%	69	24.91%	40	32.26%	59	21.53%
<b>Total</b>	<b>105</b>	<b>100%</b>	<b>321</b>	<b>100%</b>	<b>97</b>	<b>100%</b>	<b>277</b>	<b>100%</b>	<b>124</b>	<b>100%</b>	<b>274</b>	<b>100%</b>

7) MKET Comparative data of each pay quartile

30 March 2017						
	M	Total M & F	% M & F	F	Total M & F	% M & F
<b>LQ</b>	11	94	11.70%	83	94	88.30%
<b>LMQ</b>	16	94	17.02%	78	94	82.98%
<b>UMQ</b>	23	94	24.47%	71	94	75.53%
<b>UQ</b>	31	94	32.98%	63	94	67.02%
<b>Total</b>	<b>81</b>	<b>376</b>	<b>21.54%</b>	<b>295</b>	<b>376</b>	<b>78.46%</b>

30 March 2018						
	M	Total M & F	% M & F	F	Total M & F	% M & F
<b>LQ</b>	14	81	17.28%	67	81	82.72%
<b>LMQ</b>	18	80	18.00%	62	80	82.00%
<b>UMQ</b>	22	81	27.16%	59	81	72.84%

<b>UQ</b>	32	81	39.51%	49	81	60.49%
<b>Total</b>	<b>86</b>	<b>323</b>	<b>26.63%</b>	<b>237</b>	<b>323</b>	<b>73.37%</b>

<b>30 March 2019</b>						
	<b>M</b>	<b>Total M &amp; F</b>	<b>% M &amp; F</b>	<b>F</b>	<b>Total M &amp; F</b>	<b>% M &amp; F</b>
<b>LQ</b>	26	88	29.54%	62	88	70.45%
<b>LMQ</b>	27	90	30.00%	63	90	70.00%
<b>UMQ</b>	26	89	29.21%	63	89	70.79%
<b>UQ</b>	26	88	29.54%	62	88	70.46%
<b>Total</b>	<b>105</b>	<b>355</b>	<b>29.58%</b>	<b>250</b>	<b>355</b>	<b>70.42%</b>

<b>30 March 2020</b>						
	<b>M</b>	<b>Total M &amp; F</b>	<b>% M &amp; F</b>	<b>F</b>	<b>Total M &amp; F</b>	<b>% M &amp; F</b>
<b>LQ</b>	26	102	25.49%	76	102	74.51%
<b>LMQ</b>	27	111	24.32%	84	111	75.68%
<b>UMQ</b>	26	109	23.85%	83	109	76.15%
<b>UQ</b>	26	104	25.00%	78	104	75.00%
<b>Total</b>	<b>105</b>	<b>426</b>	<b>24.65%</b>	<b>321</b>	<b>426</b>	<b>75.35%</b>

<b>30 March 2021</b>						
	<b>M</b>	<b>Total M &amp; F</b>	<b>% M &amp; F</b>	<b>F</b>	<b>Total M &amp; F</b>	<b>% M &amp; F</b>
<b>LQ</b>	24	94	25.53%	70	94	74.47%
<b>LMQ</b>	24	93	25.81%	69	93	74.19%
<b>UMQ</b>	24	93	25.81%	69	93	74.19%
<b>UQ</b>	25	94	26.60%	69	94	73.40%
<b>Total</b>	<b>97</b>	<b>374</b>	<b>25.94%</b>	<b>277</b>	<b>374</b>	<b>74.06%</b>

30 March 2022						
	M	Total M & F	% M & F	F	Total M & F	% M & F
LQ	28	100	28.0%	72	100	72.0%
LMQ	29	100	29.0%	71	100	71.0%
UMQ	27	99	27.3%	72	99	72.7%
UQ	40	99	40.4%	59	99	59.6%
<b>Total</b>	<b>124</b>	<b>398</b>	<b>31.2%</b>	<b>274</b>	<b>398</b>	<b>68.8%</b>

## 8) Addressing MKET gender pay differences

Closing the gender pay gap is not a quick and easy fix. It requires a meaningful, consistent and sustained shift in cultural norms. Our own data shows how relatively minor changes in our employees, especially in higher-paid roles, can cause big changes in our headline median gender pay gap, month by month and year by year.

In recent years, we have seen how the challenge of caring for others while fulfilling a job still falls predominantly to women, often impacting their take-up of higher-paid roles. Achieving and sustaining greater diversity across our organisations means doing things differently. Flexibility and commitment are critical if organisations are to achieve the growth, productivity and skill advantages that come from greater inclusion and equal progression.

### ***Recruitment and retention***

Within our industry (education) it historically has been heavily women populated due to the term-time only nature of many of the roles which fits around caring for children. We are looking to ensure such roles are as attractive to males as it is to females. This is important for ensuring equity amongst role models for the children but also for closing the pay gap further.

### ***Pay transparency***

All MKET staff are on one of two pay scales; Teacher and Support staff. We benchmark all salaries externally to ensure our compensation is fair, competitive, and reflects our charitable status. We follow the principle of fair pay, so the salaries our people receive are fair for the job they do and in line with the external job market. We will carry out a further review in the coming year.

We continue to review and manage the span of our pay grades to provide greater equality for people undertaking the same or similar roles at the same level.

### ***Shared Parental leave***

Our current policy focuses on enabling all new parents to take equal responsibility for childcare commitments.

We remain committed to building and maintaining a diverse and inclusive workplace. Pay gap reporting is an important tool to track progress in achieving this in regards to gender.



**Gemma Kintas MAAT FCCA**  
**Chief Operating Officer**  
**on behalf of the Chief Executive Officer**  
**February 2023**