



# **GENDER PAY GAP REPORT**

**MARCH 2023**

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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 pays paid to male relevant employees and that paid to female relevant employees
- mean bonus gap – the difference between the mean bonus pays 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 (ours 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 of 30 March 2023

### Total Population

	Gender	Number	Percentage
Headcount as at 30 March 2023	Female	301	70.66%
	Male	105	29.34%
	<b>Total Staff</b>	<b>426</b>	<b>100%</b>

	Gender	Mean Hourly Pay	Median Hourly Pay
Average Hourly Rate	Female	£18.65	£16.54
	Male	£21.09	£21.26
	<b>All Staff</b>	<b>£19.37</b>	<b>£17.60</b>

### Teaching Staff

	Gender	Number	Percentage
Headcount as at 30 March 2023	Female	132	64.4%
	Male	73	35.6%
	<b>Total Staff</b>	<b>205</b>	<b>100%</b>

	Gender	Mean Hourly Pay	Median Hourly Pay
Average Hourly Rate	Female	£25	£24.00
	Male	£25.44	£25.29
	<b>All Staff</b>	<b>£25.16</b>	<b>£24.01</b>
	<b>Gender Pay Gap</b>	<b>1.73%</b>	<b>5.1%</b>

### Support Staff

	Gender	Number	Percentage
Headcount as at 30 March 2023	Female	169	76.47%
	Male	52	23.53%
	<b>Total Staff</b>	<b>221</b>	<b>100%</b>

	Gender	Mean Hourly Pay	Median Hourly Pay
Average Hourly Rate	Female	£13.69	£11.80
	Male	£14.99	£13.29
	<b>All Staff</b>	<b>£13.99</b>	<b>£11.80</b>
	<b>Gender Pay Gap</b>	<b>8.67%</b>	<b>11.21%</b>

### 3) Our 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%
30 March 2023	11.57%	+6.3%

This year the average pay for women was 5.27% less per hour than the average pay for men. This mean gap means that for every £1 a man received, a woman received 88.43p.

Our overall mean pay gap has increased during the year, the reasoning behind this appears to be multifaceted namely:

- The Trust has experienced high staff turnover rates meaning that the gender split of staff during the year has flexed, 1.6% more of the population are female.
- As a Multi Academy Trust we have two tranches of staff (Teaching and Support) with differing pay scales and terms and conditions. Looking at the mean data on this basis demonstrates that the mean gender pay gap for each tranche of staff is significantly lower at 1.73% for Teaching Staff and 8.67% for Support Staff. This is meaningful data that draws out that a proportion of our gender pay gap is being generated through the two differing types of employment within the Trust. This will always be a variable and should be taken into consideration when trying to draw out any discerning meaning from the data.
- We have an element of casual staff that work within the Venue (a Theatre ran for the community) this is flexing continually on a month-by-month basis depending on the itinerary of shows and performances. In addition, most of these staff are below 20 and attract a lower hourly rate. These staff are support staff employees.
- Like many organisations of our size, our chief executive's salary has a significant impact on our mean gender pay gap. As at 31 March 2023 our Chief Executive was female and teaching staff.
- The pay award for inflationary increases differed for teaching staff and support staff. Teaching staff on average received a higher increase than support staff. This coupled with the % of population that is male or female for each tranche has increased the gender pay gap.

#### 4) Our median gender pay gap

To calculate our median gender, pay gap, we first rank all our people by their hourly pay. Then we compare what 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%
30 March 2023	22.2%	+16.61%

This year the woman in the middle of the female pay range received 22.2% 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 77.8p.

Our overall median gender pay gap has been moving around since the beginning of statutory reporting. It expanded again this year by 16.61 percentage points due to the shift in the proportions of men and women in the highest and lowest pay quartiles. Most of the gender pay gap is being driven by the tranche of support staff population which has been explained within the mean above. In addition, a substantial proportion of the support staff tranche is female and either on smaller contracts such as a midday supervisor or casual hours within the Venue which skews the median point.

#### 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 10.63% different, suggesting we do have concentrated groups of extremely high or low earners. The difference between the two pay gap figures has increased

compared with last year. The number of casual staff paid at the data date was higher than in the previous year.

## 6) Our 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>

	30 March 2023			
	M	%	F	%
<b>LQ</b>	22	17.60	84	27.90
<b>LMQ</b>	25	20.00	82	27.24
<b>UMQ</b>	37	29.60	70	23.26
<b>UQ</b>	41	32.80	65	21.60
<b>Total</b>	<b>125</b>	<b>100</b>	<b>301</b>	<b>100</b>



7) Our Comparative data of each pay quartile

30 March 2017						
	M	Total M & F	% M & F	F	Total M & F	% M & F
LQ	11	94	11.70%	83	94	88.30%
LMQ	16	94	17.02%	78	94	82.98%
UMQ	23	94	24.47%	71	94	75.53%
UQ	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
LQ	14	81	17.28%	67	81	82.72%
LMQ	18	80	18.00%	62	80	82.00%
UMQ	22	81	27.16%	59	81	72.84%
UQ	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>

30 March 2019						
	M	Total M & F	% M & F	F	Total M & F	% M & F
LQ	26	88	29.54%	62	88	70.45%
LMQ	27	90	30.00%	63	90	70.00%
UMQ	26	89	29.21%	63	89	70.79%
UQ	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>

30 March 2020						
	M	Total M & F	% M & F	F	Total M & F	% M & F
LQ	26	102	25.49%	76	102	74.51%
LMQ	27	111	24.32%	84	111	75.68%
UMQ	26	109	23.85%	83	109	76.15%
UQ	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>

30 March 2021						
	M	Total M & F	% M & F	F	Total M & F	% 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%
<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>

30 March 2023						
	M	Total M & F	% M & F	F	Total M & F	% M & F
LQ	22	106	20.75%	84	106	79.25%
LMQ	25	107	23.36%	82	107	76.64%
UMQ	37	107	34.58%	70	107	65.42%
UQ	41	106	38.68%	65	106	61.32%
<b>Total</b>	<b>125</b>	<b>426</b>	<b>29.34%</b>	<b>301</b>	<b>426</b>	<b>70.66%</b>

## 8) Addressing our 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 people, especially in higher-paid roles and casual roles, can cause substantial 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. Going forward the Employment Relations (Flexible Working) Act 2023 will provide employees with better access to flexible working when it comes into force in 2024.

### ***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.

We have a robust recruitment process that mitigates bias in all forms. The Trust is exploring the viability of sub-conscious bias training for all individuals that form part of the recruitment process to ensure that individuals are aware of their own bias's and that the Trust further mitigates bias within the recruitment selection process.

### ***Pay transparency***

All our staff are on one of two pay scales one being for teachers, the other being for 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.

***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 a valuable tool to track progress in achieving this regarding gender.

**Gemma Kintas MAAT FCCA  
Chief Operating Officer  
On behalf of the Chief Executive Officer  
February 2024**