

Middlesex Learning Trust

Gender Pay Gap Report for March 2021

Based on data from March 2020



MLT MIDDLESEX
LEARNING TRUST

Introduction

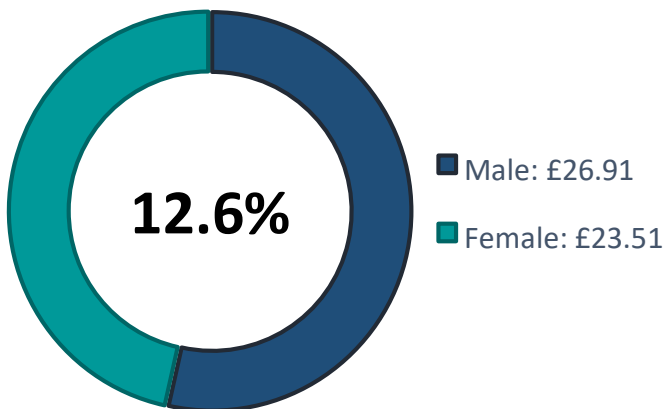
Employers with over 250 employees are required to carry out and publish Gender Pay Gap data. Gender Pay Gap Reporting involves conducting six calculations which allows us to see the difference between the average earnings of men and women within our organisation. This is completed by using our existing HR and payroll records, which then enables us to compare our findings to the relevant benchmarks we have been provided with, as well as similar organisations.

Data and Figures

MLT Staff Composition

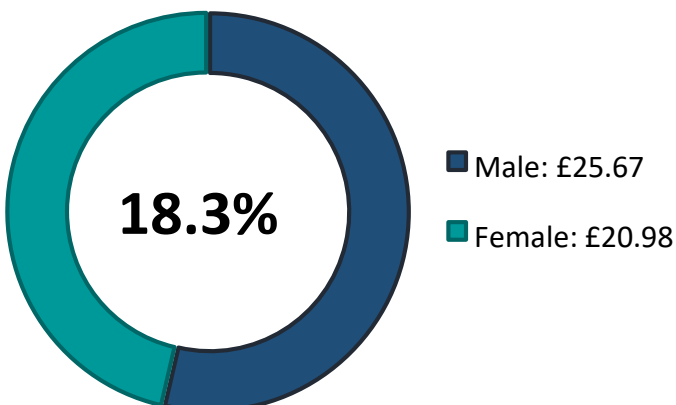
| | |
|--------------------|------------|
| Total Staff | 329 |
| Male | 85 |
| Female | 244 |

Mean Gender Pay Gap



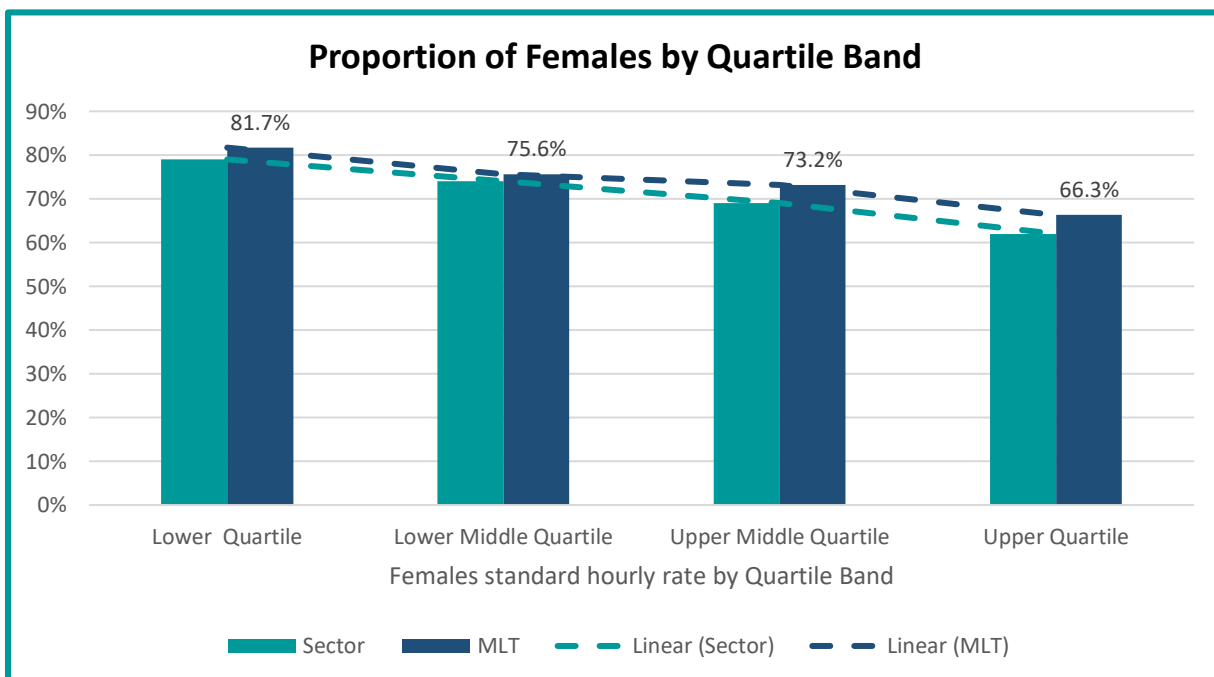
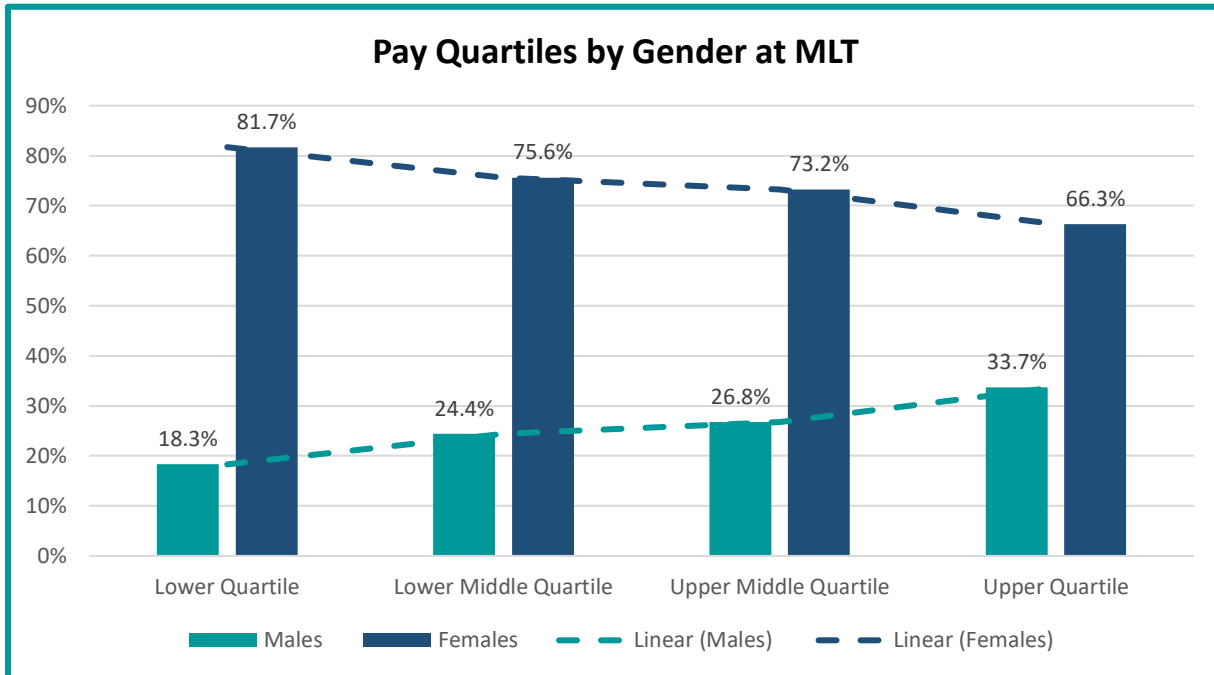
Women's mean hourly rate is 12.6% less Mean hourly rate for men: £26.91
Mean hourly rate for women: £23.51
Difference in pay: £3.40

Median Gender Pay Gap



Women's median hourly rate is 18.3% less Median hourly rate for men: £25.67
Median hourly rate for women: £20.98
Difference in pay: £4.68

The mean and median gender bonus gap is 0% for both male and female employees.



Findings

The overall 12.6% mean Gender Pay Gap for Middlesex Learning Trust is considerably lower than the public education industry figure of 16.0%.

Signed:

Teresa Tunnadine CBE, CEO Middlesex Learning Trust