

Middlesex Learning Trust

Gender Pay Gap Report for March 2023

Based on data from March 2022



Introduction

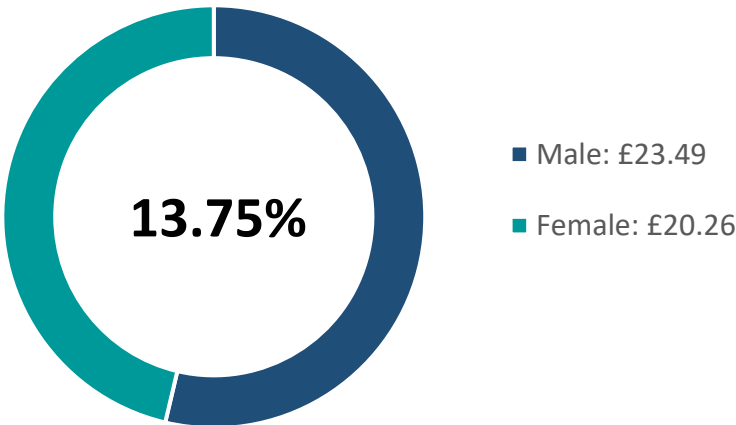
Employers with over 250 employees are required to carry out and publish Gender Pay Gap data. Gender Pay Gap Reporting involves conducting six calculations which allows us to see the difference between the average earnings of men and women within our organisation. This is completed by using our existing 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

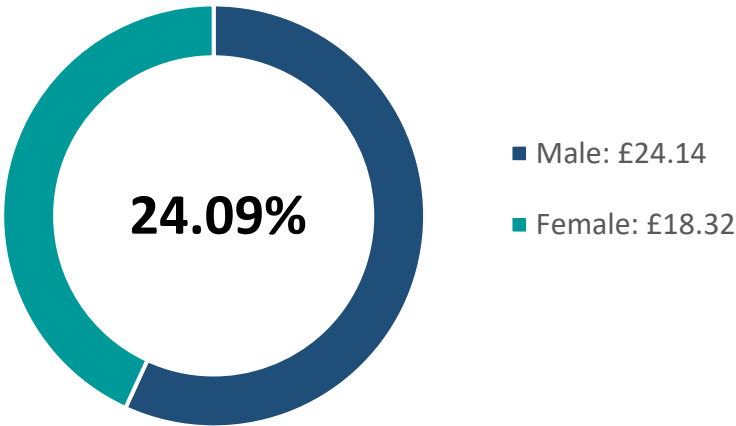
Total Staff	463
Male	115
Female	348

Mean Gender Pay Gap



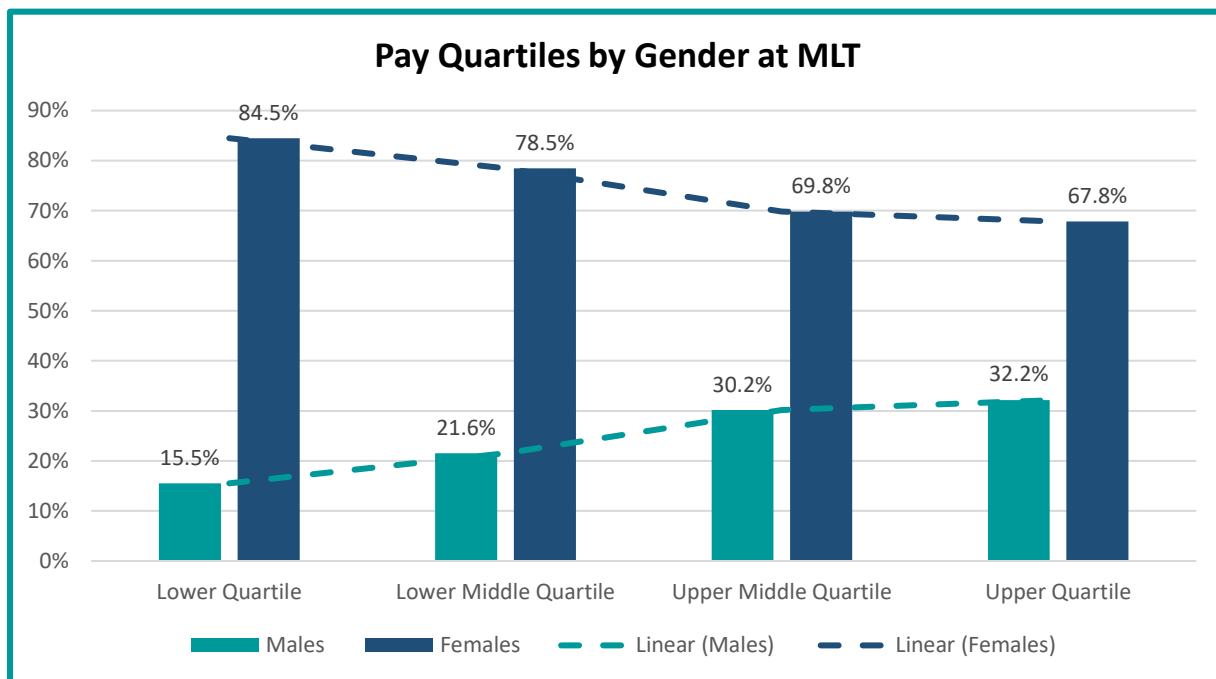
Women’s mean hourly rate is 13.75% less
Mean hourly rate for men: £23.49
Mean hourly rate for women: £20.26
Difference in pay: £3.23

Median Gender Pay Gap



Women’s median hourly rate is 24.09% less
Median hourly rate for men: £24.14
Median hourly rate for women: £18.32
Difference in pay: £5.82

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



Findings

The addition of another secondary school joining the Trust has as a consequence increased the median gender pay gap. The other matrix has remained in a similar range to previous years.

Signed:

Ann Marie Mulkerins

Ann Marie Mulkerins, CEO Middlesex Learning Trust