

Middlesex Learning Trust

Gender Pay Gap Report for March 2024

Based on data from March 2023



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.

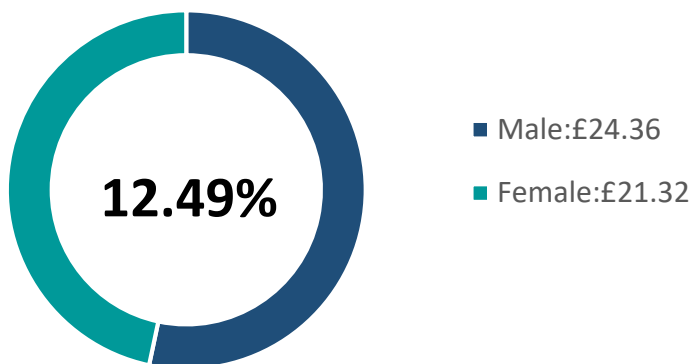
Middlesex Learning Trust is committed to building an inclusive culture where everyone feels included and can thrive and be their best by embracing the differences they bring. We are pleased to have the opportunity to review and publish our Gender Pay Gap Report for 2024 and we are committed to continue to make positive changes for equality.

Data and Figures

MLT Staff Composition

Total Staff	466
Male	114
Female	352

Mean Gender Pay Gap



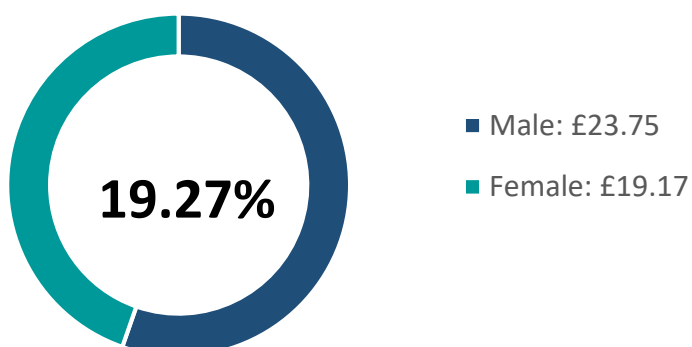
Women's mean hourly rate is 12.49 % less

Mean hourly rate for men: £24.36

Mean hourly rate for women: £21.32

Difference in pay: £3.04

Median Gender Pay Gap



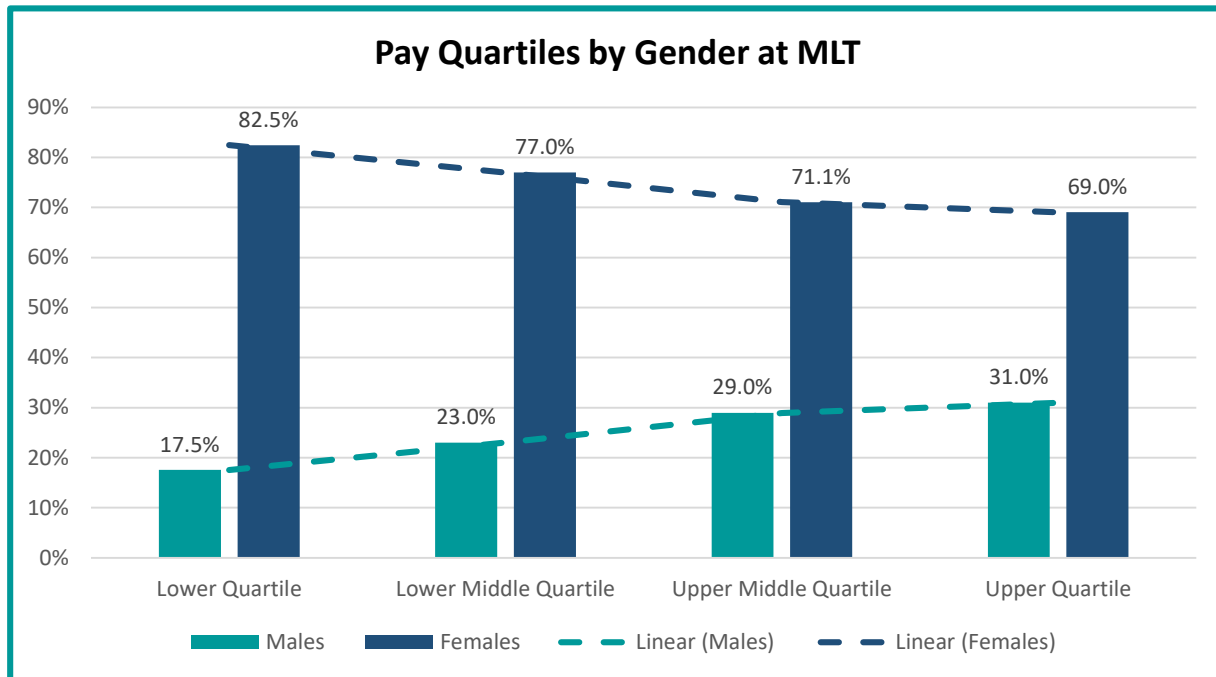
Women's median hourly rate is 19.27% less

Median hourly rate for men: £23.75

Median hourly rate for women: £19.17

Difference in pay: £4.58

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



Findings

The Trust employs more female staff than male and this is consistent with the education sector as a whole. Our Gender Pay Gap is driven by the higher proportion of females working in support roles, the pay range for which are typically in the lower and lower middle quartile pay bands.

To provide context for rates of pay at the Trust, we use pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions document, which is reviewed on an annual basis. For support staff, we use the pay scales set by the GLPC (Greater London Provisional Council) and the NJC (National Joint Council for Local Government Services). Staff move through the pay scales for their grade in accordance with our Pay Policy which is transparent and does not contain gender bias.

Both the mean and the median pay gap have reduced slightly from the previous year but have remained in a similar range.

Actions taken

We are committed to reducing our Gender Pay Gap. Initiatives in place include:

- A Trust-wide People Strategy in place
- Support for those returning to work following maternity or adoption leave
- Flexible working policy in place
- Networking and collaboration opportunities across different groups within the Trust
- A range of family friendly Policies in place

- Fair recruitment processes and collation of data to identify trends at school and Trust level, this includes fair access to career development opportunities
- Use of a job evaluation scheme to determine job grades and associated rates of pay for support staff ensuring a fair and transparent system
- Analyse and act on the findings of our staff experience surveys.

Declaration:

I confirm that the information and data provided is accurate and in line with mandatory requirements.

Ann Marie Mulkerins

Ann Marie Mulkerins, CEO Middlesex Learning Trust