



# **Gender Pay Gap Report**

**2022-23**

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## Introduction

Mercia Learning Trust are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of the snapshot date 31<sup>st</sup> March.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

There are six key metrics required by the legislation. These are:

1. [the difference in the mean pay of full-pay men and women, expressed as a percentage;](#)
2. [the difference in the median pay of full-pay men and women, expressed as a percentage;](#)
3. [the difference in mean bonus pay of full-pay men and women, expressed as a percentage;](#)
4. [the difference in median bonus pay of full-pay men and women, expressed as a percentage;](#)
5. [the proportion of men and women who received bonus pay; and](#)
6. [the proportion of full-pay men and women in each of four quartile pay bands.](#)

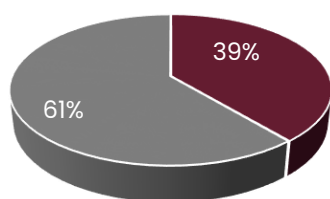
## Gender Pay Gap by Categories of Staff

The below table shows the gender gap split between the two different categories of staff paid under different nationally set terms & conditions supporting a more accurate representation of Mercia Learning Trust's gender pay gap which is significantly reduced.

		Mean	Median
Pay gap % difference Male to Female	Support	4.9%	2.7%
	Teaching	6.8%	3.6%

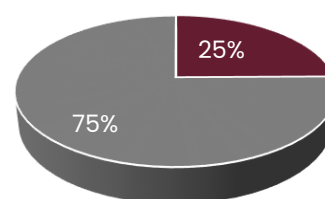
### Proportion of male & female staff in each pay quartile

#### Upper Quartile



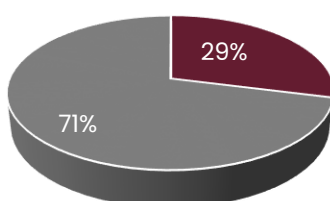
■ Male % ■ Female %

#### Upper Middle Quartile



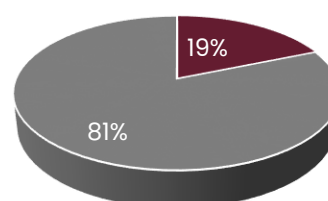
■ Male % ■ Female %

#### Lower Middle Quartile



■ Male % ■ Female %

#### Lower Quartile



■ Male % ■ Female %

# Headline Gender Gap Pay Figures

## Difference in Mean and Median Hourly Rate

The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the mid points in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

	Mean	Median
Pay gap % difference Male to Female	17.7%	34.3%

The Mean has decreased by 4.28% compared to the 2021 report.

## Difference in Mean Bonus Pay

## Difference in Median Bonus Pay

## Proportion of Male and Females who receive Bonus Pay

There are no staff members across Mercia Learning Trust who receive any bonus pay.

## Supporting Statement

The Mercia Learning Trust is required by law to publish an annual gender pay gap report and operates within the education sector. The structure of the company in these reports is as follows:

- Mercia Learning Trust (Charitable Company)

As at the data capture point the Trust comprised of 3 Secondary Schools (including a Teaching School) 3 primary Schools and a Central Team with a female workforce comprising of 72% of all employees.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Information) Regulations 2017. Under the law, men and women must receive equal pay for:


- The same or broadly similar work
- Work rated as equivalent under a job evaluation scheme

Mercia Learning Trust maintains nationally recognised pay scales for teachers and support staff and evaluates job roles and pay grades as necessary to ensure a fair structure.

We are an Equal Opportunities employer. Our staff are recruited and promoted on the basis of their merits and abilities and no job applicant or employee receives less favourable treatment on the grounds of racial group, origin or nationality, sex, disability, marital status, age, sexual orientation, political or religious beliefs or trade union activity.

Mercia Learning Trust is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work, rather its gender pay gap is the result of the roles in which men and women work within the Trust and the salaries that these roles attract.

*These figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation.*

Signature:  \_\_\_\_\_

Date: \_\_\_ Feb 2023 \_\_\_\_\_