

Gender Pay Gap Reporting

Snapshot date: 31 March 2017

Report date: March 2018

The Morris Education Trust is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Employers of more than 250 employees must publish the gap in pay between men and women by the Median (distribution of pay rates) and the Mean (average hourly salary) rates, Median and Mean bonus rates of pay, and on the basis of four quartiles of pay value distribution by gender.

This report is for the first reporting period for this new requirement based on the snapshot measurement date of 31 March 2017.

Overall gender representation at the reporting snapshot date

| Relevant Employee sample | 291 persons |
|--------------------------|----------------------------|
| | 68% Female (199 employees) |
| | 32% Male (92 employees) |

Difference in mean and median hourly rate of pay

| | Difference in the mean hourly pay | Difference in the median hourly pay |
|-------------------------------------|-----------------------------------|-------------------------------------|
| Pay gap % difference male to female | -11% | -8% |

(Note: negative figures denote that the rate of hourly pay for females is higher than for men)

Difference in mean and median bonus pay

| | Difference in the mean bonus pay | Difference in the median bonus pay |
|-------------------------------------|----------------------------------|------------------------------------|
| Pay gap % difference male to female | Not applicable | Not applicable |

Proportion of male and female employees who were paid bonus pay

| | Proportion receiving a bonus |
|--|------------------------------|
| Male employees (% paid a bonus compared to all male employees) | Not applicable |
| Female employees (% paid a bonus compared to all female employees) | Not applicable |

Proportion of male and female employees according to quartile pay bands

| | Quartile 1. Lower | Quartile 2. Lower middle | Quartile 3. Upper middle | Quartile 4. Upper |
|--|----------------------|--------------------------------|-----------------------------|----------------------|
| Male (% males to all employees in each quartile) | 33% | 33% | 36% | 25% |
| Female (% females to all employees in each quartile) | 67% | 67% | 64% | 75% |

The Trust welcomes the national introduction of Gender Pay Gap reporting. It should be noted that the gender pay gap is not the same thing as the provision of Equal Pay for work of Equal Value regardless of gender. The Trust is an equal opportunities employer and applies rates of pay to the evaluation of roles in line with policies terms and conditions of service and entitlements which are regardless of gender. Men and women are paid the same for like work (subject to contractual factors including any transfer of undertakings from previous employment in the education maintained sector).

Signature:

Date: 8 March 2018



Robert Campbell
Chief Executive Officer
Morris Education Trust