

Gender Pay Gap Reporting

Snapshot date: 31 March 2018

Report date: January 2019

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 second reporting period based on the snapshot measurement date of 31 March 2018.

Overall gender representation at the reporting snapshot date

Relevant Employee sample
366 persons
69% Female (252 employees)
31% Male (114 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	2.7%	-1.5%

(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)	35%	29%	32%	30%
Female (% females to all employees in each quartile)	65%	71%	68%	70%

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).

Comment

A comparison of the data with the previous year indicates that the size of the employee sample increased from the previous report (2017) due to Witchford Village College joining the Trust in April 2017. However, the percentage of male and female relevant employees remained relatively static. This new school joining the trust has influenced the gender pay gap figures due to its prior staffing structure.

It is worth noting that females continue to have a higher median hourly rate of pay than males this reporting period (as last year). The quartile pay bands indicate an increase from last year in the percentage of females in the lower and upper middle pay bands. In comparison with the national median hourly rate of pay gender pay gap figure of 17.9%, MET 's figure of -1.5% is very positive for females in the Trust.

I confirm that the data provided here is accurate.

Signature:



Date:

13/2/19

Robert Campbell
Chief Executive Officer
Morris Education Trust