

Gender Pay Gap Report: Published

Under laws welcomed by The Mead Educational Trustve Tane Trequi6 (e)9 (qui) weeiQj 0.010.1 ())6nn(e)34.62

Overall	146	528	674	£17.61	£15.85	10.0%	£14.99	£12.52	16.5%
Teacher	73	214	287	£22.77	£23.03	-1.1%	£22.86	£23.25	-1.7%
Support	73	314	387	£12.45	£10.87	12.7%	£10.92	£9.68	11.4%

The trend from the previsor apshot date of 31 Marcho 210 in 8s that:

The overall number of contracts of employmentwittpilade organisation has remained almost static with 671 employees in 2018

Employees within the organisation remainallto be femalethey dominate. 3% of the workforce.

There has been an overall reduction of six male employees since 2018

The mean hourly rate pay gap between male and female employees has reduced from 10.9% to 10.0

The median hourly rate pay gap between male and female employees has reduced from 26.6% to 16.5%

The mean hourly rate pay gap for female teachers has moved in favour of the female staff for the first

The mean hourly rate pay gap for female support staff has reduced from 16.1% to 12.7%

	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile	
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ACAS Guidance Managing the Gender Pall Mappalculated the 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 we use the pay scales set by the National Joint Council for Local Government Services. Staff move through pay scales grade based on a thorough and robust appraisal process, meaning earnings are based on perform outcomes, irrespective of their gender.

Although equal pay and geneder pay gap look at differences between samound samound samound are two different issues and this needs to be remembered when reading this report. Equal pay is the right for mer women to be paid the same when doing the same or equivalent work. This is a legal requirement that we committed to upholding at TI Mender pay gap is a measure of the difference between men s and women s average earnings across an organisation. All roles across the organisation are included in calculating the average figure and it is expressed as a percentage of men s earnings

We take the issues of diversity and gender extremely seriously and I look forward to working with our employers as we continue to strive towards an ever more inclusive organisation

Carolyn Robson, Chief Executive Officer

Notes to this Report: