

Gender Pay Gap Report 2022

Mowbray Education Trust is committed to fair and transparent pay and reward arrangements. We ensure that there is equal pay for work of equal value across all the settings.

The Gender Pay Gap is defined as the difference between the mean or median hourly rate of pay that men and women employees receive.

The figures are based on hourly rates of pay at 31st March 2022. The number of staff in post was 349 with female staff making up 83% of the workforce overall.

Ordinary Pay

The mean pay gap is the difference between average earnings of men and women and for Mowbray Education Trust this is 17.1%. This has decreased slightly from the last review as at 31st March 2021 the figure was 17.4%. This shows that Mowbray Education Trust is recruiting more women into the business who are being paid at the same or similar hourly rates to men.

The median pay gap is the difference between the mid-points in the ranges of hourly earnings of men and women. It takes all the hourly rates in the sample, lines them up in order from lowest to highest, and picks the middle salary, for Mowbray Education Trust this is 44.6%. In comparison to March 2021 where the figure was 48.3%, this figure has decreased and created a slightly smaller gender pay gap.

Bonus Pay

The mean pay gap is the difference between average earnings of bonus payments such as additional pensionable allowances and responsibility allowances (not including TLRs) made to men and women and for Mowbray Education Trust this is 30.2%. This shows that the mean pay gap is less favourable to women, although as at 31st March 2022, the ratio of men to women in relation to bonuses was 3:10 with 10 being the amount of women who received a bonus in comparison to men.

The median pay gap is the difference between the mid-points in the ranges of annual bonus earnings of men and women. It takes all the annual allowance rates in the sample, lines them up in order from lowest to highest, and picks the middle salary, for Mowbray Education Trust this is 11.1%, however, the median pay gap is more favourable to women as they earn more in terms of monetary sums in comparison to men. As more women receive a bonus payment, this will automatically increase the total cost for women, in comparison to men.

Quartiles

Mowbray Education Trust has a high percentage of female staff in all 4 quartiles, with the majority of female staff in the lower-middle quartile, closely followed by lower quartile and upper quartile. This includes substantial numbers of Midday Supervisors, Learning Support Assistants, and Administration staff. A great many employees in these roles are part-time and are often term time only positions which attract females with caring responsibilities. When we advertise to recruit to these roles, very few men apply, reflecting the patterns of employment in the sector. It is for this reason that the average pay of male employees within the Mowbray Education Trust is higher than the average pay of female staff. However, the highest paid employee at the Mowbray Education Trust is the CEO, who is female.

We will continue to monitor pay and reward within the Mowbray Education Trust, including gender pay and equal pay, on a regular and ongoing basis so that all staff are treated fairly, irrespective of their gender in accordance with our commitment to equality and diversity.