



MOWBRAY

Education Trust

Gender Pay Gap Report 2018

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.

Difference between Men and Women		
	Mean	Median
Pay Gap	22.9%	39.3%

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

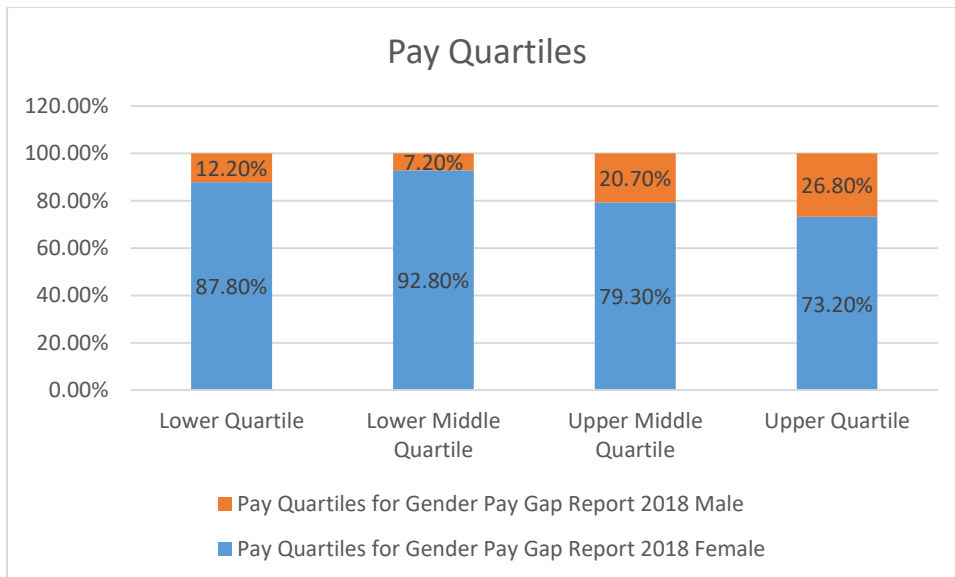
The figures are based on hourly rates of pay at 30 March 2018.

The mean pay gap is the difference between average 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 the salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.

The number of staff in post was 329 with female staff making 83.3% of the workforce overall.

No employees received a bonus during the reporting period.



Mowbray Education Trust has a high percentage of female staff in both the Lower and the lower middle quartiles. 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.