

Gender Pay Gap Report As of 31st March 2023

Gender Pay Gap Report: Published

Under laws welcomed by The Mead Educational Trust (TMET), we are required to publish an annual gender pay gap report. The gender pay gap gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

TMET is an equal opportunities employer. We support the fair treatment of all staff, irrespective of gender through our transparent policies including:

- ¾ Appraisal Policy
- ¾ Pay Policy
- ¾ Equality Policy
- ¾ Safer Recruitment Policy

This report is for the snapshot date of 31st March 2023.

Difference in hourly rate:

| Male | | | Female | | | Difference | | |
|------|------|--------|--------|------|--------|------------|------|--------|
| Band | Male | Female | Band | Male | Female | Band | Male | Female |
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Pay quartiles:

| | | Lower quartile | Lower Middle Quartile | Upper Middle Quartile | Upper Quartile |
|------|--------|----------------|-----------------------|-----------------------|----------------|
| 2023 | Male | 8.25% (24) | 24.4% (71) | 20.89% (61) | 23.29% (68) |
| | Female | 91.75% (267) | 75.6% (220) | 79.11% (231) | 76.71% (224) |
| 2022 | Male | 9.26% (25) | 22.59% (61) | 23.05% (62) | 22.39% (60) |
| | Female | 90.74% (245) | 77.41% (209) | 76.95% (207) | 77.61% (208) |

The overall pattern of distribution for quartiles in 2023 remains broadly similar to 2022.

• The number of Female employees in the Lower & Upper Middle quartiles increased, while the number of Male employees has marginally reduced. Meaning, there's a proportional increase in Female employees.

• For both the Lower Middle & Upper Quartile employee numbers increased for both Female and Male. Numerically, the number of Female employees increased more, but proportionally Male employees had a greater increase, due to a much lower starting number.

Lowest & highest paid posts:

• Of the 100 posts at the lowest hourly rate, 85 are Female & 15 Male (vs 88 Female & 12 Male in 2022). These posts mainly comprise of cleaning and lunchtime supervisory roles, for which it is notoriously rare to receive applications from Male candidates for.

• Of the 100 posts at the highest hourly rate, 73 are Female & 27 Male (vs 74 Female & 26 Male in 2022).

TMET is proud to be an equal pay employer, having strong regard to equal pay legislation and adhering to an equal pay practice. We continue to constantly innovate our policies and processes to promote positive and fair progression for our employees.

Nil employees receive any bonus payments within TMET.

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