

st March 2024.

Difference in hourly rate:

	Number of employees reviewed			Mean Pay (Hourly Rate)			Median Pay (Hourly Rate)		
	Male	Female	Total	Male	Female	Pay Gap	Male	Female	Pay Gap
Mar-24	255 (20.1%)	1014 (79.9%)	1269	£21.76	£19.50	10.4%	£18.74	£16.44	12.3%
Mar-23	224 (19.2%)	942 (80.8%)	1166						

TMET's workforce has continued to grow and the gender pay gap has continued to improve. Whilst TMET's workforce continues to be predominantly female, the proportion of male colleagues has increased.

Pay Quartiles:

Key notes to this Report:

*All employers with more than 250 employees are legally required to report on their gender pay gap
Data provided is as at the required 'snapshot' date of 31 March 2024*

The mean gender pay gap is the difference between the mean (average) hourly pay rate for all men in our organisation and the mean hourly pay rate for all women, expressed as a percentage of the mean hourly rate for men

The median gender pay gap is the difference between the median (middle) value of hourly pay rates (when ordered from lowest to highest) for all men in our organisation and the median value of hourly pay rates for all women, expressed as a percentage of the median hourly rate for men

The bonus gender pay gap is not applicable to The Mead Educational Trust as we do not make any bonus payments

Quartile pay distribution is the proportion of men and women in each 25% (quartile) of our pay structure, calculated by taking all the hourly pay rates, from lowest to highest, for all men and women and dividing them into four equal sections of 25%: lower, lower middle, upper middle and upper