



Gender Pay Gap Reporting 2024 (2022/2023) – Meridian Trust

This report is an overview of the key statistics that our Gender Pay Gap Reporting has shown across all our schools within our Trust, from snapshot figures of all those employed by the Trust on 31st March 2023. This is in response to the Trust's statutory obligation under the Public Service Equality Duty and Gender pay regulations.

The gender pay gap is 'an equality measure that shows the difference in average earnings between women and men.' Historically, women have earned significantly less than men, however, the gender pay gap has been declining slowly over time, falling approximately a quarter over the last decade.

We are required to report the mean and median gender pay gaps, the distribution of gender by pay quartile and details about bonus payments.

Section 1: Data

Hourly Rate Pay Gap Mean and Median

Total staff at the snapshot in March 2023 was 2167 (75% female, 25% male)

Median pay gap – Females hourly rate is **33.5% less than males**

(2022 = 30.1% 2021 = 26.3%, 2020= 30.9%, 2019 = 37.4%, 2018= 41.6% and 2017 = 35.4%)

Mean Pay gap – Females hourly rate is **17.86% less than males**

(2022 15.0% 2021 = 14.6%, 2020 = 16.4%, 2019 = 22%, 2018 = 21.8% and 2017 = 18.6%)

As with any data analysis, it is important to be cautious when interpreting data and wrongly identifying special cause variation, as opposed to natural variation. Statistical process control rules suggest that in order to identify a special cause variation, such as a descending trend, there needs to be a consecutive run of seven data points. It should be noted that Meridian Trust's continued growth makes year-on-year comparisons impossible.

Our gender pay gap figures have risen for the Trust for 2022-2023. This is primarily due to our merger with a Trust of 5 primary schools where out of 237 employees, only 23 were men and these were disproportionately in leadership roles. This therefore accentuated further an existing disparity. The Meridian Trust workforce continues to be approximately 75% female. Of the 533 men represented in these figures, 388 work in secondary schools where Leadership scales, Teaching and Learning Responsibilities and the use of the Upper Pay Spine create larger salaries. The disproportionate number of males who are teachers/leaders in secondary schools continues to drive our gender pay gap. It is important to note, in secondary there are 975 females working compared to 388 males.

The imbalance of male/female workers in Meridian Trust remains primarily due to the large number of roles offering part-time and term time working arrangements. These roles tend to attract more female applicants, as these help them accommodate other caring

responsibilities they may have and lead to nearly all lower quartile roles being support staff colleagues and female.

Pay Quartiles - percentage of Male and Females

The first two quartiles are made up of the lowest hourly rates. These two quartiles consist of support staff grades, therefore gaps in gender pay are relatively small. Also of note in quartile 1, there is a negative gender gap of -5.01% and median pay gap of -1.11%. The second quartile also has below national average gender pay gaps. Quartile 3 again is very low with no gap in median pay. Quartile 4 has the highest gender pay gap at 11.74%. This quartile is distorted mainly consisting of senior leaders and lower level support staff managers. We know that if we split this data between operational and teaching staff, that leadership compares well, with mostly a balanced split between male and female.

Quartile	Gender pay gap	Median pay gap
Lower	-5.01%	-1.11%
Lower Middle	3.93%	1.97%
Upper Middle	0.27%	0.00%
Upper	11.40%	2.30%

Therefore, it is only when you look at our overall Gender Pay Gap that the figure is quite significant due to the disproportionate gender splits across quartiles.

Bonus Pay

There were no bonus payments recorded during this period.

Summary and Conclusion

The Trust remains committed to equal opportunity across our schools but also that the right person is employed for the role. This year we have seen more females join at leadership levels. We also actively encourage our apprenticeship programme, which mainly attracts male applicants to our IT apprenticeship scheme.

We are committed to real equality within our trust, with a focus on attracting more females into our leadership roles and ensuring enhanced terms and conditions are created for our lowest paid roles. We operate in a sector which has traditionally been, and is still seen as, a mainly female working environment for many lower paid roles due to term time and school day working hours.

As a trust, we must continue to ensure our recruitment and progression processes support and encourage women. In particular, we must explore ways to encourage more female applicants for senior leadership roles and look to offer more flexible working arrangements where we can. Planned improvements in our HR data should also enable closer monitoring of gender pay gaps within phases and job families.



Mark Woods

CEO Meridian Trust