

GENDER PAY GAP 2023



MIDDLESEX
LEARNING
PARTNERSHIP

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PAY DATA

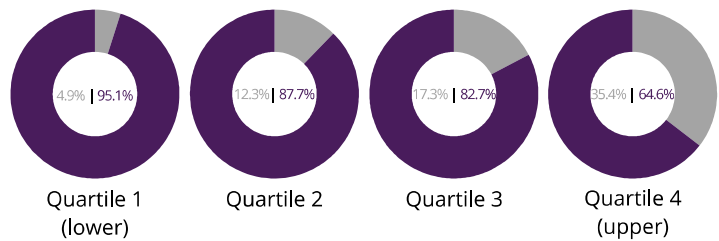
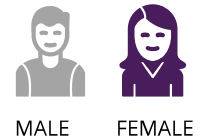
DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 30.2% lower than men's	Women's median hourly rate is 45.7% lower than men's

When comparing mean hourly rates, women earn **69.8p for every £1** men earn
 When comparing median hourly rates, women earn **54.3p for every £1** men earn

PAY QUARTILES

The image below shows the gender distribution at The Middlesex Learning Partnership when colleagues are placed into four equally sized quartiles based on pay



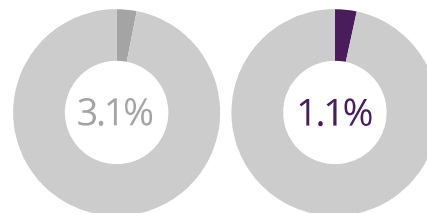
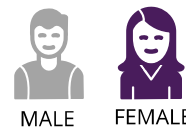
Proportion of male and female staff in quartiles

BONUS DATA

DIFFERENCE IN BONUS PAY

MEAN	MEDIAN
Women's mean bonus pay is 85.7% higher than men's	Women's median bonus pay is 95.1% higher than men's

PROPORTION OF STAFF RECEIVING A BONUS PAYMENT



A message from **Ben Spinks**, CEO of The Middlesex Learning Partnership

The Equality Act 2010 specifies that public bodies who employ 250 or more people, including multi academy trusts, must publish an annual summary of their gender pay gap. This is done using a snapshot of employee pay data, which is taken on 31 March each year. This report sets out Middlesex Learning Partnership's (MLP's) gender pay gap information for 2023/24.

We have a strong commitment to equality at MLP, and we embrace all of our responsibilities under the Equality Act. To ensure that all staff are fairly paid for the role they fulfil, we use nationally recognised pay grades for both teaching and support staff. These establish agreed pay ranges for different roles, based on the level of responsibility associated with the role. All staff are paid according to the agreed grade for their job, irrespective of gender. Progression within each pay grade is determined by performance and length of service.

B Spinks

Ben Spinks | CEO | The Middlesex Learning Partnership

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, The Middlesex Learning Partnership is required to carry out Gender Pay Gap Reporting