

GENDER PAY GAP 2018 - 19



MIDDLESEX
LEARNING
PARTNERSHIP

MIDDLESEX LEARNING PARTNERSHIP

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PAY DATA



DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 26.5% lower than men's	Women's median hourly rate is 34.8% lower than men's

In other words, when comparing mean hourly rates, women earn **73.5p for every £1** men earn

In other words, when comparing median hourly rates, women earn **63.2p for every £1** men earn



PAY QUARTILES

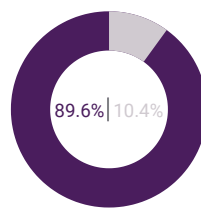


MALE

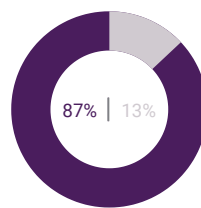


FEMALE

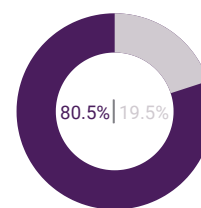
The image across shows the gender distribution at Middlesex Learning Partnership when colleagues are placed into four equally sized quartiles based on pay



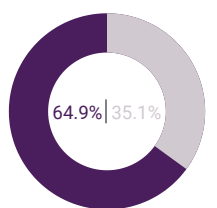
Quartile 1
(lower)



Quartile 2



Quartile 3



Quartile 4
(upper)

A message from Tracey Hemming, Executive Headteacher of The Middlesex Learning Partnership

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employees of 250 or more employees to publish their gender pay gap for workers in scope as of 31 March 2018. The Department for Education's (DFE) pay approach supports the fair treatment and reward of all staff irrespective of gender.

ORGANISATIONAL CONTEXT

Middlesex Learning Partnership are committed to the promotion of equality of opportunity and choice for all employees.

Middlesex Learning Partnership uses nationally recognised pay grades for Teaching Staff and Support Staff. Grades vary to the role and level of responsibility that staff have.

Teaching Staff pay grades are banded into unqualified, main scale, upper pay scale with TLR payments for specific responsibilities. Teachers have performance related pay and move through the bands subject to successful performance management.

The Support Staff pay grades have a set pay range with pay gaps between grades. Support Staff are expected to move through the pay range for their grade and therefore the longer period of time that someone has been in a grade range the more we would expect them to earn irrespective of their gender.

The Trust has a gender pay gap which is significantly skewed towards females in the top 3 quartiles. This is not unexpected due to the preponderance of female staff across the Trust.

60 Male
248 Female
308 Total

The area where there is a substantial gender pay gap is the lower quartile:

Lower Quartile Male:	8	10.5%
Lower Quartile Female:	69	89.6%

These posts comprise of predominantly part-time roles for parents who wish to work around their children's schooling hours or who wish to take advantage of flexible working times. There are also a number of staff in this category whose roles are part time and practical in nature. These do not tend to require extensive communication skills for those employees for whom English is a second language. I declare this statement to be a true and accurate statement of MLP's gender pay gap information

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J Hemming

Tracey Hemming | Executive Headteacher | The Middlesex Learning Partnership