

GENDER PAY GAP 2020 - 21



MIDDLESEX
LEARNING
PARTNERSHIP

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PAY DATA



DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 25.7% lower than men's	Women's median hourly rate is 49% lower than men's

In other words, when comparing mean hourly rates, women earn **74p for every £1** men earn

In other words, when comparing median hourly rates, women earn **51p for every £1** men earn



PAY QUANTILES

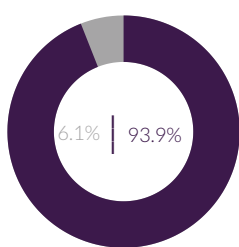


MALE

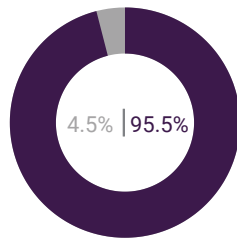


FEMALE

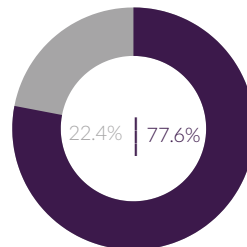
The image shows the gender distribution at The Middlesex Learning Partnership when colleagues are placed into four equally sized quartiles based on pay



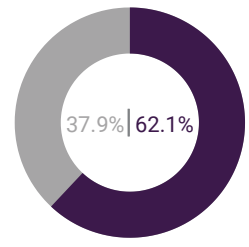
Quartile 1
(lower)



Quartile 2



Quartile 3



Quartile 4
(upper)

Proportion of male and female staff in quartiles

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 employers of 250 or more employees to publish their gender pay gap for workers in scope as of 31 March 2020. The Department for Education's (DfE) pay approach supports the fair treatment 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.

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

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.

T Hemming

Tracey Hemming | Executive Headteacher | 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