

**Title of the Report:** Gender Pay Gap Report – Reporting in March 2021

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**Executive Summary:** The purpose of this report is to outline the Gender Pay Gap for Mulberry Schools Trust for the snapshot date; 31/03/20.

The method for the calculations in this report are compliant with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which means all percentage pay gaps are expressed as the difference between female and male pay as a percentage of male pay.

**Actions Required:** The Board are requested to comment on and note this report and agree the commentary for the Mulberry Schools Trust website.

#### Difference in mean and median hourly rates of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	-3.7%	0.9%

#### Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	N/A	N/A

#### Proportion of male and female employees who were paid bonus pay

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male employees)	N/A
Female employees (% paid a bonus compared to all female employees)	N/A

## Proportion of male and female employees according to quartile pay bands

	QUARTILE 1 (LOWER)	QUARTILE 2. (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
Male (% males to all employees in each quartile)	22.8%	32.9%	33.3%	24.4%
Female (% females to all employees in each quartile)	77.2%	67.1%	66.7%	75.6%

### SUPPORTING NARRATIVE

Mulberry Schools Trust was established in May 2017, this is the second year of reporting for the gender pay gap. This report and the data provides an opportunity to monitor data for the Trust to compare to over future years to identify any trends and inform action plans.

Mulberry Schools Trust is made up of 3 schools;

- Mulberry School for Girls is a girl's secondary school and sixth form
- Mulberry Academy Shoreditch is a mixed secondary school and sixth form
- Mulberry UTC is a University Technical College for ages 14-19

There were 314 employees in total across the Trust on the snapshot date; 225 female and 89 male. It is comparable to the wider education sector that the majority of the workforce is female. At Mulberry Schools Trust the workforce is 71.6% female and 28.4% male. The percentage make-up of the workforce has not changed from the previous reporting period.

There are some widely recognised factors that impact the gender make-up in the education sector. More women apply to work in the sector due to attractive flexible working patterns. There are more opportunities for part-time and term-time only contracts to enable people to work around caring responsibilities.

Mulberry Schools Trust has worked hard to create equitable opportunities for all employees and are proud to report a median gender pay gap of 0.9%, which is less than 1%. The mean average figure for the Trust is a minus figure of -3.7% which means that based on this statistic, women employed at Mulberry Schools Trust earn on average 3.4p per £1 more than men. This reflects the Trust's commitment to reduce the gender pay gap figure and ensure equality and inclusion for all staff.

It is Trust policy to evaluate all support staff jobs using the 'GLPC Job Evaluation' scheme to ensure fair and equitable pay in each role. All teaching posts are evaluated using a salary assessment process that is objectively applied across the Trust. The recruitment process is monitored by the HR team to ensure that there is no gender bias in recruitment processes from start to finish.

Mulberry Schools Trust do not pay any bonuses to staff.