

Title of the Report: Gender Pay Gap Report – Reporting in March 2024, for snapshot date 31st March 2023

Executive Summary: The purpose of this report is to outline the Gender Pay Gap for Mulberry Schools Trust for the statutory reporting snapshot date; 31/03/23.

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.

Where anyone has identified themselves as non-binary then they are excluded from the report.

Staff who are on maternity leave and away for sickness absence on the snapshot date can only be included if they are on full pay on the snapshot date.

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	7.3%	14.69%

Difference in mean and median bonus pay

(Mulberry Schools Trust do not report on this as bonus is paid on length of service and irrelevant to gender)

	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

GENDER DISTRIBUTION IN PAY QUANTILES	QUARTILE 1 (LOWER)	QUARTILE 2. (LOWER MIDDLE)	QUARTILE 3 (UPPER MIDDLE)	QUARTILE 4 (UPPER)
Male (% males to all employees in each quartile)	25%	32.8%	40%	35.2%
Female (% females to all employees in each quartile)	75%	67.2	60%	64.8%

SUPPORTING NARRATIVE

Mulberry Schools Trust was established in May 2017, this is the fifth year of reporting for the gender pay gap. This report and the data provide an opportunity to monitor data for the Trust, in order identify any trends and inform action plans.

At the time of the data snapshot on 31/03/23, Mulberry Schools Trust was made up of 5 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
- Mulberry Stepney Green is a mixed secondary school and sixth form
- Mulberry Wood Wharf Primary School

Mulberry Schools Trust have since taken in two additional schools; Mulberry Academy Woodside and Mulberry Canon Barnett which will be included in the data for the March 2024 report for the snapshot date: 31/03/24, published in March 2025.

We are satisfied that we pay the same rate for the same role, regardless of gender, and firmly believe in Equal Pay for equal roles.

There were 500 employees in total reported across the Trust on the snapshot date; 333 female and 167 male staff. It is comparable to the wider education sector that the majority of the workforce is female. At Mulberry Schools Trust the workforce is 67% female and 33% male.

The workforce is comprised of both teaching and support staff. Teaching staff are paid according to the national salary scales which also may combine basic pay with additional pay and allowances for management responsibilities. These are applied on the same basis for men and women. Support staff roles are paid at an annual or hourly rate appropriate to the evaluation of the role, not the person doing it. There is the opportunity for pay progression for all teaching staff based on an evaluation of individual performance in role (until they reach the maximum point on their scale). Support staff automatically move up points in their scale grade annually. The same criteria are applied for men and women.

SUPPORTING NARRATIVE

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 works hard to create equitable opportunities for all employees. The median this reporting year includes a new school and an increase in recruitment across the Trust. The current median gender pay gap is 14.69%. This means for every £1 a man earns a woman earns 85.3p.

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.

The Trust is committed to reduce the gender pay gap figure over time to ensure equality and inclusion for all staff through promoting fair pay irrespective of gender, and we will continue to build on actions and initiatives aimed at eradicating the gender pay gap, including continuing to review our recruitment process, continuing to support flexible working arrangements for both men and women and promoting career development opportunities for women.

Mulberry Schools Trust do not pay any bonuses to staff other than long service bonus payments which are not reported on.

The comparison figures from the past few years have been included below:

Pay gap. % difference male to female	Difference in the mean hourly pay				Difference in the median hourly pay			
	2019	2020	2021	2022	2019	2020	2021	2022
	0.90%	-3.70%	-3.00%	3.60%	-6.90%	0.90%	-4.20%	9.24%