

Title of the Report: Gender Pay Gap Report – Reporting in March 2025, for snapshot date 31st March 2024.

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Executive Summary: The purpose of this report is to outline the Gender Pay Gap for Mulberry Schools Trust for the statutory reporting snapshot date; 31st March 2024.

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.

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.

Actions Required: The Board are requested to comment on and note this report and agree the commentary for the Mulberry Schools Trust website and for submission to the statutory Gender Pay Gap service (gov.uk) which needs to be reported by 30/03/2025 for legal compliance.

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	5.58%	13.72%

Proportion of male and female employees according to quartile pay bands

GENDER DISTRIBUTION IN PAY QUANTILES	QUARTILE 1 (UPPER)	QUARTILE 2 (UPPER MIDDLE)	QUARTILE 3 (LOWER MIDDLE)	QUARTILE 4 (LOWER)
Male (% males to all employees in each quartile)	37.3%	35.5%	39.2%	23.0%
Female (% females to all employees in each quartile)	62.7%	64.5%	60.8%	76.5%

Difference in mean and median bonus pay

(Mulberry Schools Trust do not report on this as we do not pay bonuses)

	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

(Mulberry Schools Trust do not report on this as we do not pay bonuses)

	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

Mulberry Schools Trust was established in May 2017, this is the sixth 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 current and future action plans.

At the time of the data snapshot on 31/03/24, Mulberry Schools Trust was made up of 7 schools and a Trust central team;

- 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 a mixed primary school
- Mulberry Academy Woodside is a mixed secondary school
- Mulberry Canon Barnett Primary a mixed primary school

Mulberry Schools Trust has since opened an additional school; Mulberry Academy London Dock which will be included in the data for the March 2026 report for the snapshot date: 31/03/25, to be published in March 2026.

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 664 employees in total reported across the Trust on the snapshot date; 439 female and 225 male staff. It is comparable to the wider education sector that the majority of the workforce is female.

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. Pay progression for teaching is being reviewed and so an opportunity for the Trust moving forward should automatic progression for teaching staff be adopted.

Whilst the above figures illustrate there is a gender pay gap within our organisation, it should be noted that teachers' hourly pay is calculated over 39 weeks whereas non-teachers' pay is calculated over 52.14 weeks. This means that when comparing one with the other, teachers' pay will distort the data and this should be taken into consideration when comparing to comparators within the sector.

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. It is noted even with our Trust more women occupy part-time roles such as teaching assistants, lunchtime supervisors and cleaning staff. The roles are paid at a lowly hourly rate.

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 13.72%. This means for every £1 a man earns a woman earns 86.2p. The amount a woman would earn for every £1 a man earns has increased since last year.

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. We ensure that that all staff are encouraged and supported to apply for promotions and leadership roles by continuing to incorporate part-time and flexible workers

The schools HR team are now more confident with the trust wide HR system which is helping us improve our reporting capabilities for staff equalities data which in turn, will improve our ability to monitor the impact of our diversity and inclusion initiatives on our workforce.

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 snapshot year	Difference in the mean hourly pay					Difference in the median hourly pay				
	2019	2020	2021	2022	2023	2019	2020	2021	2022	2023
	0.90%	-3.70%	-3.00%	3.60%	7.3%	-6.90%	0.90%	-4.20%	9.24%	14.69%

The % gap has decreased between male and female employees which is encouraging within the Trust.

Mean – 1.72%

Median – 0.97%

Declaration

I confirm that the information and data reported are accurate and in line with the UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Shruti Kainth

Chief People Officer, Mulberry Schools Trust