

## **Maltby Learning Trust Gender Pay Gap Report 2024**

The Maltby Learning Trust (MLT) as an employer is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017; to demonstrate how large the pay gap is between our male and female employees.

We publish these results on our own website by 31<sup>st</sup> March each year. We use these results to assess:

The level of gender equality in our workplace.

- The balance of male and female employees at different levels.
- How effectively talent is being maximised and rewarded.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The results of these statutory calculations are:

### **Mean Gender Pay Gap (All)**

The difference between the average hourly earnings of male and female full pay relevant employees received is 21.8% (compared to 22.9% in 2023 and 22.4% in 2022).

### **Median Gender Pay Gap (All)**

The difference between the middle of the distribution (the middle being where half men/women earn more, and half men/women earn less) hourly rate of pay that male and female full pay relevant employees receive is 31.6% (compared to 30.4% in 2023 and 30.7% in 2022).

### **Mean and Median Bonus Gap (All)**

The Maltby Learning Trust (MLT) does not pay bonuses to employees.

### **Proportion of males and females in each Quartile Pay Band (All)**

Gender	Lower Quartile		Lower Middle Quartile		Middle Upper Quartile		Upper Quartile	
	%	Number	%	Number	%	Number	%	Number
Female	84.8	134	76.4	120	66.9	105	58.0	91
Male	15.2	24	23.6	37	33.1	52	42.0	66

Total Proportions (All) – Female 71.5%, Male 28.5% (compared to Female 72.7%, Male 27.3% in 2023).

To further support the Gender, Pay Gap report, the Trust have added a separate breakdown for both Associate Professionals and Teachers.

### **Mean Gender Pay Gap (Associate Professionals)**

The difference between the mean hourly rate of pay that male and female full pay relevant Associate Professional employees received is 8.0% (compared to 8.4% in 2023 and 9.8% in 2022).

### **Median Gender Pay Gap (Associate Professionals)**

The difference between the median hourly rate of pay that male and female full pay relevant Associate Professional employees receive is 5.7% (compared to 8.3% in 2023 and 7.6% in 2022).

### **Proportion of males and females in each Quartile Pay Band (Associate Professionals)**

Gender	Lower Quartile	Lower Middle Quartile	Middle Upper Quartile	Upper Quartile
	%	%	%	%
Female	86.4	82.7	75.3	74.4
Male	13.6	17.3	24.7	25.6

Total Proportions (Associate Professionals) – 79.7% Female, 20.3% Male (compared to 2023 Female 78.6% Male 21.4% and 2022 Female 78.9%, Male 21.1%)

### Mean Gender Pay Gap (Teachers)

The difference between the mean hourly rate of pay that male and female full pay relevant Teacher employees received is 10.0% (compared to 13.7% in 2023 and 12.5% in 2022).

### Median Gender Pay Gap (Teachers)

The difference between the median hourly rate of pay that male and female full pay relevant Teacher employees receive is 6.5% (compared to 9.4% in 2023 and 4.3% in 2022).

### Proportion of males and females in each Quartile Pay Band (Teachers)

Gender	Lower Quartile	Lower Middle Quartile	Middle Upper Quartile	Upper Quartile
	%	%	%	%
Female	64.5	72.4	65.8	48.7
Male	35.5	27.6	34.2	51.3

Total Proportions – 62.8% Female, 37.2% Male (compared to Female 64.8%, Male 35.2% in 2023)

### Supporting Statement

The Maltby Learning Trust (MLT) is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment process, pay policy and professional development. Gender Pay Gap is different to Equal Pay. Equal Pay deals with the pay differences between men and women who carry out the same jobs, all our posts are aligned to nationally agreed pay scales and our male and female staff are paid with the same pay bands for the same job role. In common with most educational organisations, the MLT employs more female full pay relevant employees than male.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up. The overall pay gap reflects the workforce composition rather than pay inequalities.

### Declaration

I can confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap Information for the Maltby Learning Trust.

Mr D Sutton  
Chief Executive Officer  
Maltby Learning Trust