

## Gender Pay Gap Report: Published

Under laws welcomed by The Mead Educational Trust (MET)

	2017	2018	2019	2020	2021	2022	2023	2024	2025
Overall	146	528	674	£17.61	£15.85	10.0%	£14.99	£12.52	16.5%
Teacher	73	214	287	£22.77	£23.03	-1.1%	£22.86	£23.25	-1.7%
Support	73	314	387	£12.45	£10.87	12.7%	£10.92	£9.68	11.4%

The trend from the previous snapshot date of 31 March 2018 is that:

The overall number of contracts of employment within the organisation has remained almost static with 671 employees in 2018

Employees within the organisation remain to be female they dominate 78% of the workforce.

There has been an overall reduction of six male employees since 2018

The mean hourly rate pay gap between male and female employees has reduced from 10.9% to 10.0

The median hourly rate pay gap between male and female employees has reduced from 26.6% to 16.5%

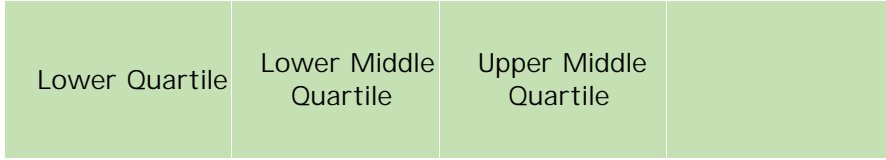
The mean hourly rate pay gap for female teachers has moved in favour of the female staff for the first

The mean hourly rate pay gap for female support staff has reduced from 16.1% to 12.7%

Lower Quartile

Lower Middle  
Quartile

Upper Middle  
Quartile



ACAS Guidance Managing the Gender Pay Gap calculated the pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions document which is reviewed on an annual basis. For support we use the pay scales set by the National Joint Council for Local Government Services. Staff move through pay scales grade based on a thorough and robust appraisal process, meaning earnings are based on performance outcomes, irrespective of their gender.

Although equal pay and gender pay gap look at differences between men's and women's pay, they are two different issues and this needs to be remembered when reading this report. Equal pay is the right for men and women to be paid the same when doing the same or equivalent work. This is a legal requirement that we are committed to upholding at TTE. Gender pay gap is a measure of the difference between men's and women's average earnings across an organisation. All roles across the organisation are included in calculating the average earnings figure and it is expressed as a percentage of men's earnings.

We take the issues of diversity and gender extremely seriously and I look forward to working with our employees as we continue to strive towards an ever more inclusive organisation.

Carolyn Robson, Chief Executive Officer

**Notes to this Report:**