

# Gender Pay Gap Report



Snapshot date: 31 March 2020

## Mean and median gender pay gap in hourly rate of pay

	MEAN GENDER PAY GAP IN HOURLY PAY	MEDIAN GENDER PAY GAP IN HOURLY PAY
Pay gap % difference male to female	16.22%	27.52%

## Mean and median gender pay gap in bonus pay

MLT, as an educational establishment does not pay bonuses.

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

As above.

## 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 in each quartile compared to all employees)	21.1	26.8	33.8	42.9
Female (% females in each quartile compared to all employees)	78.9	73.2	66.2	57.1

### SUPPORTING STATEMENT

I confirm that the information published here is accurate.

Signature: *H. Williams* Date: *5/10/21*

Status/position: *CEO*

### SUPPORTING NARRATIVE

The majority of employees within the Trust are female; the majority of employees within each quartile are also female. Job roles are evaluated to ensure fair pay in each role and we advertise each job without gender bias.