



## Gender pay gap report

Snapshot date: 31 March 2021

### 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	12.42%	21.52%

### Mean and median gender pay gap in bonus pay

	MEAN GENDER PAY GAP FOR BONUS PAY	MEDIAN GENDER PAY GAP FOR BONUS PAY
Pay gap % difference male to female	0	0

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

	PROPORTION RECEIVING A BONUS
Male employees (% paid a bonus compared to all male relevant employees)	0
Female employees (% paid a bonus compared to all female relevant employees)	0

## 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)	20.29	33.33	36.23	39.71
Female (% females in each quartile compared to all employees)	79.71	66.67	63.77	60.29

### SUPPORTING STATEMENT

I confirm that the information published here is accurate.

Signature: *A. Williams*

30<sup>th</sup> March 2022

Date: .....

CEO Moorlands Learning Trust

Status/position: .....

### 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.