



# Gender Pay Gap Report

Snapshot date: 31 March 2022

## 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	12.99%	25.32%

## 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)	18.92	38.36	37.84	39.73
Female (% females in each quartile compared to all employees)	81.08	61.64	62.16	60.27

### SUPPORTING STATEMENT

I confirm that the information published here is accurate.

*A. Williams*

Signature: ..... Date: .....31/03/2023.....

Status/position: .....CEO Moorlands Learning Trust .....

### 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.