



Gender Pay Gap Report

Snapshot date: 31 March 2023

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 | 12.40% | 21.79% |

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) | 27.16 | 32.10 | 37.04 | 42.50 |
| Female (% females in each quartile compared to all employees) | 72.84 | 67.90 | 62.96 | 57.50 |

SUPPORTING STATEMENT

I confirm that the information published here is accurate.

A. Williams

22nd March 2024

Signature: **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.