



Gender Pay Gap Report

Snapshot date: 31 March 2024

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	14.87%	29.67%

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)	14.58	20.14	34.03	32.87
Female (% females in each quartile compared to all employees)	85.42	79.86	65.97	67.13

SUPPORTING STATEMENT

I confirm that the information published here is accurate.

A. Williams

Signature: Date:28/03/2025.....

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.