

GENDER PAY GAP REPORT - 2019

Since 2018, as an employer with over 250 employees, Methodist Independent Schools Trust has been required to publish a Gender Pay Gap report on its website. The data used must be calculated using a specific reference date, the snapshot date for this report is 5th April 2019.

In accordance with the regulations the following data is required to be published:-

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Proportion of males and females in each pay quartile
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus payment

Hourly wages pay gap

Mean gender pay gap	13.69%
Median gender pay gap	9.63%

Pay quartiles						
	Male		Female		Total	
	Number	%	Number	%	Number	%
Upper quartile	223	43.22	293	56.78	516	100.00
Upper middle quartile	149	28.88	367	71.12	516	100.00
Lower middle quartile	186	35.98	331	64.02	517	100.00
Lower quartile	146	28.29	370	71.71	516	100.00
Total	704		1,361		2,065	

Bonus pay gap

Mean bonus gender pay gap	48.27%
Median bonus gender pay gap	50.00%

Proportion of employees receiving a bonus payment:-

- Males 0.28%
- Female 0.22%

As a Trust we are committed to ensuring that Methodist Independent Schools Trust is a fair employer in its approach to equality of opportunity in the workplace and that all staff receive equal pay for equal work regardless of gender. Teaching staff are paid against a structured framework that rewards them for their level of experience and wider contribution to the school within which they work. Pay for Support staff pay is reviewed regularly to ensure that our rates are competitive and fairly reflect the work undertaken.

At Methodist Independent Schools Trust, the gender pay gap does not stem from paying men and women differently for the same or equivalent work, it is the result of roles in which men and women work within the Trust and the salaries that these roles attract. Equality of opportunity is central to the Trust's ethos and values and whilst Methodist Independent School Trust's gender pay gap is below the overall national average for the UK, we will continue to ensure that our policies and practices are regularly reviewed to ensure that this aim is central to all employment decisions.

