



## Gender Pay Gap Report 2024

Mowbray Education Trust is committed to fair and transparent pay and reward arrangements. We ensure that there is equal pay for work of equal value across all the settings. We determine rates of pay using nationally agreed pay scales. We are committed to the promotion of equal opportunity for employees and this is supported by our recruitment processes, pay policy and professional development programmes.

In March 2024 Mowbray Education Trust employed 510 staff in 8 schools, 81.6% were female and 18.4% male.

The Gender Pay Gap is not the same as unequal pay. The gender pay gap is the difference between the average pay of men and women in an organisation.

This report sets out the Gender Pay Gap for Mowbray Education Trust, explains the key causes of the gap and sets out our plans to address it.

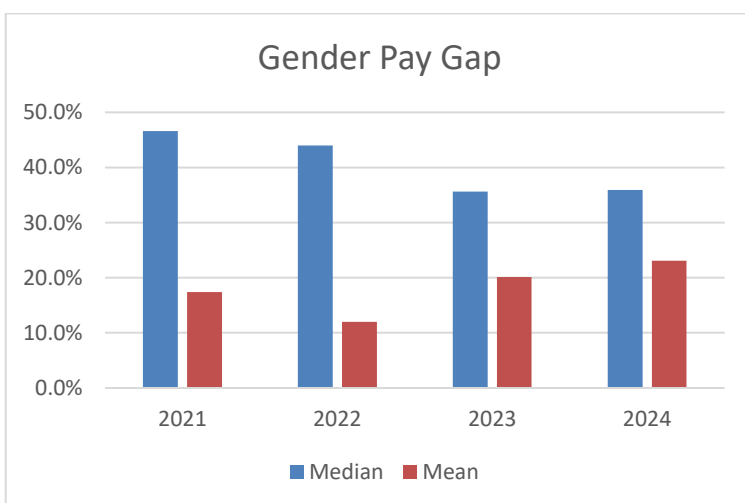
### Hourly Pay Gap

The median gender pay gap figure is the difference between the hourly pay of the median man and the hourly pay of the median woman.

At Mowbray Education Trust, women earn 64p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 35.9% lower than men's.

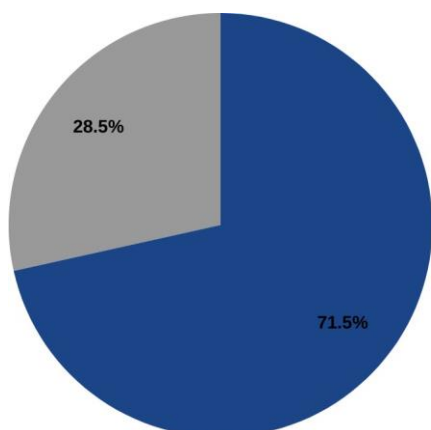
The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

Women's mean hourly pay is 23.1% lower than men's.

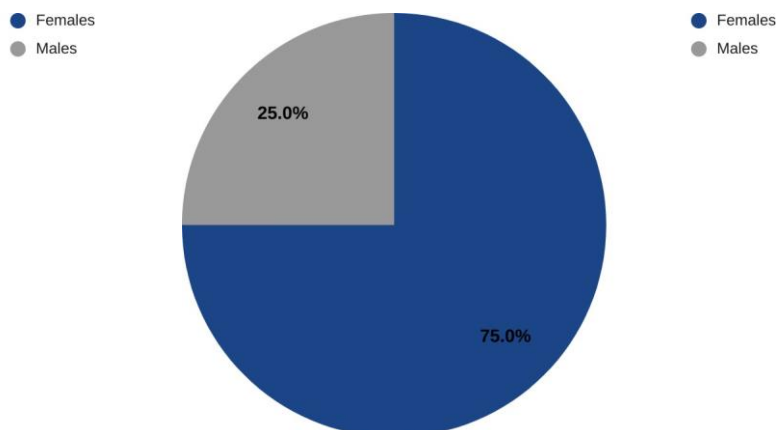


## Hourly Pay Quartiles

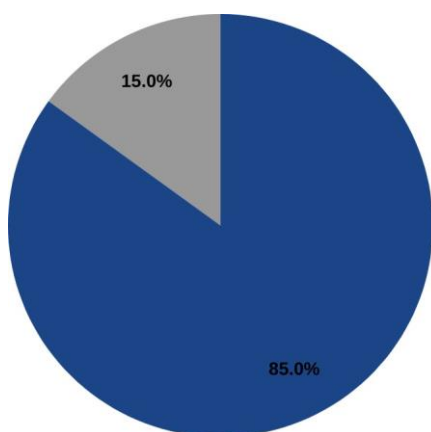
Upper quartile



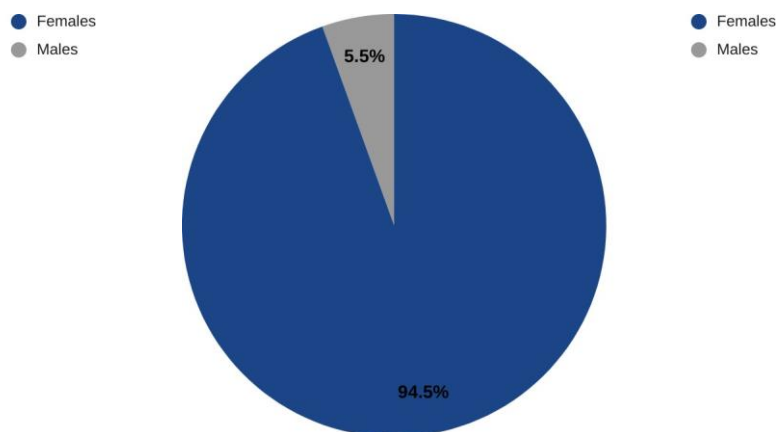
Upper middle quartile



Lower middle quartile



Lower quartile



Whilst we employ more women than men, our gender pay gap is due to the higher proportion of men employed in the upper and upper middle quartiles and the higher proportion of females in the lower quartiles. This will affect the overall pay gap.

The increase in the mean GPG over the last couple of years is due to the increase in the number of men paid in the highest quartile as the trust has grown.

The pay gap at Mowbray Education Trust is reflected nationally across schools where there are more women employed in roles such as teaching assistants, cleaners and midday supervisors - these roles mostly fall into the lowest quartile.

### Closing the Gender Pay Gap

As a Trust we are taking steps to eradicate the gender pay gap by improving our practices such as:

- Improve family friendly working opportunities including flexible and remote working opportunities
- Encouraging women to apply for promoted positions
- Encouraging women to undertake professional development opportunities around leadership
- Unconscious bias training for selection panels

I confirm that the information published is accurate at the time of publishing.

Anna Butler (Executive Lead for People and Development)