



Gender Pay Gap – as at 31 March 2025

Introduction

Maiden Erlegh Trust is required to carry out gender pay reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This legislation requires employers with 250 or more employees to publish annual statutory calculations on the snapshot date of 31 March showing the pay gap between their male and female employees. Maiden Erlegh Trust employed 745 relevant full pay employees across 9 schools and its Shared Services function as at 31 March 2025.

Maiden Erlegh Trust supports the fair and equitable treatment of all staff irrespective of their gender or the role they perform. The Trust's pay policy, which is reviewed and published annually, aligns to the School Teachers Pay and Conditions Document for Teaching staff and the NJC (National Joint Council for Local Government Services) Green Book terms and conditions for support staff. All staff increment annually through their pay grade applicable to their job role, irrespective of gender. Staff do not receive bonuses.

The gender pay gap calculation

Pay gap reporting makes comparisons between the average pay for men and women across all jobs. A pay gap is not the same as equal pay, where everyone who does a job of equal value must earn the same pay.

The median pay gap measures the difference between the *midpoint* hourly earnings of men and women, expressed as a percentage of men's earnings. The midpoint is the middle earner in the ranked list of hourly pay for both men and women. The mean pay gap measures the difference between the *average* hourly earnings of male and female employees within the organisation, expressed as a percentage of men's average hourly pay.

There is a further requirement to show the workforce for each gender by quartile, using hourly pay rates, ranked from the lowest paid employees (lower quartile) to the highest paid employees (upper quartile). For the purposes of this report, on the snapshot date, there were 605 female employees and 140 male employees.

Maiden Erlegh Trust gender pay gap

The table below shows that, over the year to March 2025, the median pay gap increased by 0.8%, however, the mean pay gap decreased by 0.6%.



	Median Pay Gap	Mean Pay Gap	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
			Male	Female	Male	Female	Male	Female	Male	Female
2025	48.3%	28.0%	9.6%	90.4%	13.4%	86.6%	22.0%	78.0%	30.1%	69.9%
2024	47.5%	28.6%	5.9%	94.1%	11.2%	88.8%	21.3%	78.7%	30.2%	69.8%
2023	44.9%	29.9%	8.3%	91.7%	9.7%	90.3%	23.1%	76.9%	33.6%	66.4%
2022	42.4%	30.1%	3.7%	96.3%	14.0%	86.0%	25.0%	75.0%	34.1%	65.9%

The median hourly rate for females in the year to March 2025 was £16.10 and the median hourly rate for Males in the year to March 2025 was £31.15. The mean hourly rate for females in the year to March 2025 was £24.69. The mean hourly rate for males in the year to March 2025 was £34.36.

Reasons for the gender pay gap

The pay gap reflects the demographic make-up of our workforce. Female employees make up 81% of our staffing population, and 55% of our female colleagues occupy roles that sit within the lower and lower-middle quartiles. These roles are predominantly support staff roles; examples include cleaners, catering staff and exam invigilators. They are often part time in nature and tend to attract a higher proportion of women. By comparison, 78% of male colleagues occupy teaching or leadership posts, which are professional in nature and attract higher salaries.

In order to understand more fully where our pay gaps appear, we have analysed the data across broad role categories.

	Median Pay Gap	Mean Pay Gap	Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
			Male	Female	Male	Female	Male	Female	Male	Female
Leadership	19.4%	19.5%	14.3%	85.7%	28.6%	71.4%	23.1%	76.9%	69.2%	30.8%
Teaching Staff	0.8%	2.9%	25.8%	74.2%	23.0%	77.1%	24.6%	75.4%	34.4%	65.6%
Support Staff	27.3%	6.3%	11.6%	88.4%	8.0%	92.0%	15.3%	84.7%	15.3%	84.7%

Leadership includes all roles paid on the Leadership spine, which range from Assistant Headteacher to Chief Executive Officer. It also includes shared services staff in leadership posts. The gender pay gap across leadership exists primarily because of a high proportion of males in the upper quartile.

Teaching roles include all teaching staff excluding those who are paid on the Leadership spine. There exists a pay gap of 0.8% (median) and 2.9% (mean).

The pay gap for support staff reflects the fact that women are proportionally over-represented in the lower pay quartiles.

The mean pay gap is lower than the median indicating that, although the woman at the middle point is paid less than her male counterpart, the *average* pay is improved by women occupying roles higher up the pay scales or earning higher salaries.



Plans to close the gender pay gap

Maiden Erlegh Trust remains committed to gender equality in the workplace and ensuring the fair and equitable treatment of all staff, regardless of gender or any other characteristic. This is supported by transparent and inclusive recruitment processes, equitable pay policies, a raft of family support policies, and access to professional development opportunities for all staff.

We continue to strengthen our commitment to a diverse and inclusive workplace through the launch of the MET People Strategy in February 2026. Our strategy focuses on the following areas, and we will develop KPIs to measure our progress:

- developing enhanced recruitment resources to further refine our inclusive hiring practices.
- prioritising workplace wellbeing by understanding the causes of heavy workloads and developing action plans to support more manageable workloads for staff.
- upskilling line managers to provide a fair and supportive environment for their teams.
- introducing mentoring arrangements and a new leadership development programme specifically for support staff.
- embedding our Staff Representative Board, ensuring colleagues' voices are heard and reflected in decision-making, helping us to continually improve the experience of working at Maiden Erlegh Trust.

I confirm that the above information has been prepared using our payroll data on the snapshot date and fairly represents the Gender Pay Gap for Maiden Erlegh Trust as at 31st March 2025.



Jonathon Peck
Chief Executive Officer
March 2026

