

GENDER PAY GAP 2019 - 20

MINERVA LEARNING TRUST
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PAY DATA



DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 10.9% lower than men's	Women's median hourly rate is 32.0% lower than men's

In other words, when comparing mean hourly rates, women earn **89.1p for every £1** men earn

In other words, when comparing median hourly rates, women earn **68p for every £1** men earn

PAY QUARTILES

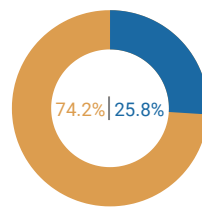


MALE

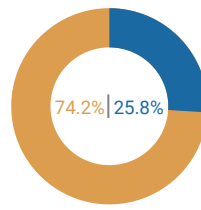


FEMALE

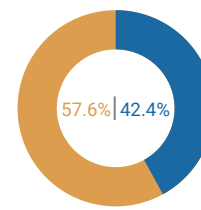
The image across shows the gender distribution at Minerva Learning Trust when colleagues are placed into four equally sized quartiles based on pay



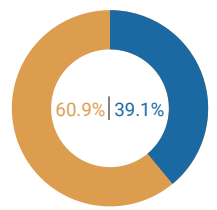
Quartile 1 (lower)



Quartile 2



Quartile 3



Quartile 4 (upper)

A message from Bev Matthews, CEO of Minerva Learning Trust

Minerva Learning Trust

Gender Pay Gap Report

The Minerva Learning Trust is required by law to publish an annual gender pay gap report and operates within the education sector. The structure of the company in this reports is as follows:-

- Minerva Learning Trust (Charitable Company)

As at the data capture points the Trust comprises 4 Secondary Schools with a female workforce comprising of 66% of all employees. The workforce has predominantly joined under the TUPE process.

Supporting Narrative

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Information) Regulations 2017.

Under the law, men and women must receive equal pay for:

- The same or broadly similar work
- Work rated as equivalent under a job evaluation scheme
- Work of equal value.

Minerva Learning Trust is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any of the above characteristics)

Minerva Learning Trust maintains nationally recognised pay scales for teachers and support staff and evaluates job roles and pay grades as necessary to ensure a fair structure.

Minerva Learning Trust are confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work, rather its gender pay gap is the result of the roles in which men and women work within the Trust and the salaries that these roles attract.

B Matthews

Bev Matthews | Chief Executive Officer | Minerva Learning Trust