LEARNING TRUST

Standing Together, Learning Together

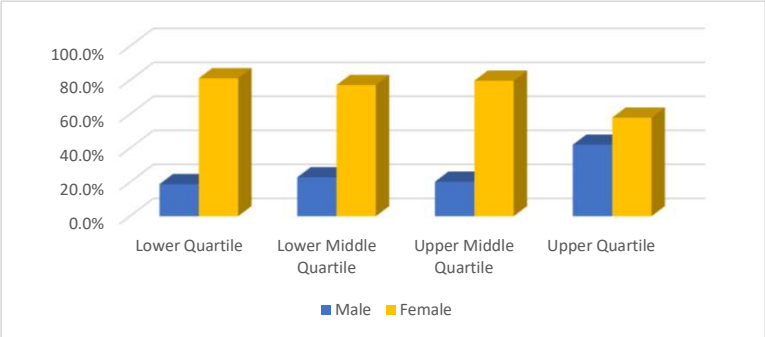
GENDER PAY GAP REPORT - SNAPSHOT 31 MARCH 2023

It is now a requirement to report annually on Gender Pay Gaps in organisations with over 250 employees. This information is required to demonstrate how large the pay gap is between our male and female employees. The overall gender pay gap report is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees. Below is the gender pay gap analysis report for Mosaic Learning Trust for the sample date of 31st March 2023

Mosaic Learning Trust had 277 employees on the snapshot date of 31st March 2023. 205 employees (71.4%) were female and 72 employees (28.6%) were male

MEAN AVERAGE Mosaic Multi Academy Trust Mean Gender Pay gap is:	20.6%
MEDIAN AVERAGE Mosaic Multi Academy Trust Median Gender Pay gap is:	30.0%

Quartile	Male	Female
Lower Quartile	18.8%	81.2%
Lower Middle Quartile	22.9%	77.1%
Upper Middle Quartile	20.3%	79.7%
Upper Quartile	42.0%	58.0%



Mosaic Learning Trust is committed to the promotion of equality, opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender. We ensure this through our transparent recruitment processes, clear pay policies and professional development.

The Trust has written pay policies and job families, gender plays no part in the assessment of salary grades. We use pay scales for all teachers that are aligned to the School Teachers Pay and Conditions document, which is reviewed on an annual basis. For support staff we use pay scales set by the NJC (National Joint Council for Local Government Services).

Salary grades are related to the nature of each role within the Trust, taking into account such things as job complexity, responsibility, staff supervision and education requirements.

We have a larger majority of female staff occupying lower paid support staff roles therefore the gap between the “average” female hourly rate of pay and the “average” male hourly rate of pay is affected.

The higher male “average” rates of pay and the gender split in the Lower Quartile is due, in the main, to the nature of certain jobs within the Trust, particularly the assessed rates of pay for roles such as mid-day supervisors, general administration staff and some classroom support assistants. These roles are mainly filled by female employees. The Trust consider the reason for this is that these contracts, being part time and/or term time only, provide work opportunities that are attractive to females who have accompanying childcare/family commitments and/or where they are the secondary earner in a household.

We support our staff with a number of family friendly provisions such as flexible working, which our (predominantly female) employees choose to take advantage of. The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

ACTIONS TO REDUCE THE GENDER PAY GAP:

Mosaic Learning Trust are committed to continue to ensure that women have fair access to pay progression and promotion.
This can be achieved by:

- Ensure that we continue to use structured interviews for recruitment and promotions and use skill-based assessment tasks in recruitment;
- Making sure gender bias plays no part in pay progression and promotion decisions;
- Supporting the training and development of staff so that they can achieve progression into higher pay quartiles;
- Being open to flexible working and job-sharing in schools, including for promoted posts;
- Ensuring that there is no discrimination in pay decisions, such as refusing pay progression to teachers who have been on maternity leave;

Monitoring and regulating pay decisions;
Encourage the uptake of Shared Parental Leave.

GENERAL EXPLANATORY NOTES: ‘Gender Pay Gap’ is not the same as ‘Equal pay’. Equal Pay refers to the difference between men and women’s pay for the same job, and is illegal; whereas the Gender Pay Gap relates to the difference calculated between average earnings of male and female staff, irrespective of their roles in the Trust. It is a way of measuring gender equality in respect of equal access to, and take up of, all types and levels of roles within an organisation. Mosaic Academy Trust does not have a bonus pay scheme for any staff, so reporting requirements for bonuses are not applicable. The mean calculation shows the difference between the mean average hourly rate of pay that male and female employees receive. Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap; however, very large or small pay rates can ‘dominate’ and distort the answer. The median calculation shows the difference between the median hourly rates of pay that male and female full-pay relevant employees receive. Median averages are useful to indicate what the ‘typical’ situation is i.e. in the middle of an organisation, and are not distorted by very large or small pay rates or bonuses. However, this means that not all gender pay gap issues will be picked up. Using these two different types of average is helpful to give a more balanced overview of an employer’s overall gender pay gap. Quartiles: comparing the two results in each quartile will indicate the distribution of male and female employees in the quartile. Comparing results between the quartiles will indicate the distribution of male and female employees across the organisation. More information on the Gender Pay Gap can be found here: https://gender-pay-gap.service.gov.uk/