

Gender pay gap report

The Equality Act 2010 specifies that public bodies who employ 250 or more people, including multi academy trusts, must publish an annual summary of their gender pay gap. This is done using a snapshot of employee pay data, which is taken on 31 March each year. The following data, which has been accurately calculated following Governmental guidance, has been published for staff employed on 31 March 2024:

Difference in hourly rate of pay – mean	29.5%
Difference in hourly rate of pay – median	45.4%
Difference in bonus pay – mean	0.0%
Difference in bonus pay – median	0.0%
Percentage of males who received bonus pay	0.0%
Percentage of females who received bonus pay	0.0%

Employees by pay quartile

Quartile	Females	Males
Upper: 75-100% of full-pay relevant employees	61.5%	38.5%
Upper middle: 50-75% of full-pay relevant employees	79.7%	20.3%
Lower middle: 25-50% of full-pay relevant employees	88.3%	11.7%
Lower: 0-25% of full-pay relevant employees	92.3%	7.7%

We have a strong commitment to equality at MLP, and we embrace all of our responsibilities under the Equality Act. To ensure that all staff are fairly paid for the role they fulfil, we use nationally recognised pay grades for both teaching and support staff. These establish agreed pay ranges for different roles, based on the level of responsibility associated with the role. All staff are paid according to the agreed grade for their job, irrespective of gender. Progression within each pay grade is determined by performance and length of service.