

# Mosaic Schools Learning Trust – Gender Pay Gap Reporting

Reporting date: 31 March 2024

Submission: March 2025

Since the submission of the ‘Gender Pay Gap Reporting’ in March 2024 Compass Academy Trust and Connect Schools Academy Trust have merged to form Mosaic Schools Learning Trust.

All companies with 250 or more employees are required to publish the difference between the hourly rate of male and female employees expressed as a percentage of the hourly rate of the male employees. This is calculated on both a median basis (pay per hour based on the person “in the middle” of the distribution of pay) and mean basis (average hourly salary). This is based on staff employed on 31<sup>st</sup> March 2024.

## Data

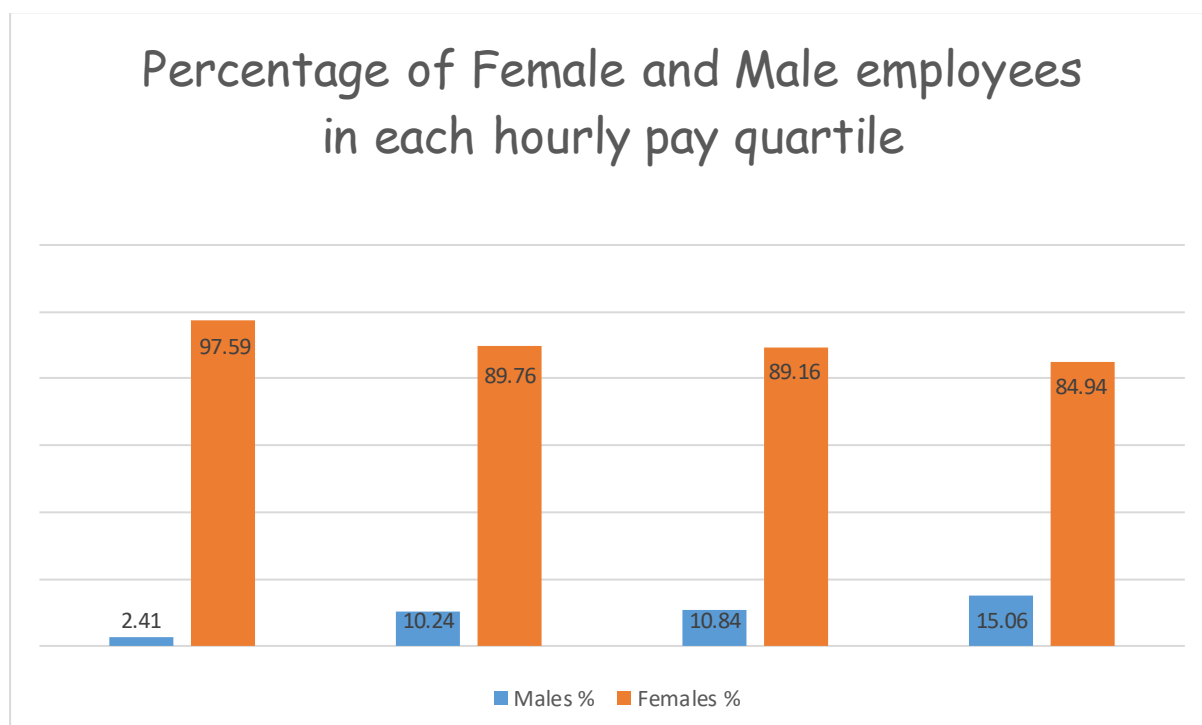
The data is based on 664 relevant employees; 600 females and 64 males where men represent 9.64% of the workforce. Relevant employees who did not receive full pay, on the snapshot date, because of unpaid leave, sickness, and family leave etc, have been excluded from the calculations.

The median pay gap is: 42.28% (March 2023 was 41.33% for CSAT and 67.6% for Compass)

The mean pay gap is: 23.62% (March 2023 was 16.4% for CSAT and 36.3% for Compass)

## The Results

The data below shows the gender pay gap that exists within the Trust based on the hourly rates of pay as at 31st March 2023. No bonus payments were made in the reporting period.



## **Trust statement**

Mosaic Schools Learning Trust is committed to 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.

We have a clear Equality Statement, Equal Opportunities Policy and evaluate each job role and pay grade as necessary to ensure fair structure and pay across the organisation. Pay scales are based on national and local pay scales.

MSLT is 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 composition and distribution of the organisation's workforce; the roles in which men and women work and the salaries that these roles attract. As you might expect, Teachers have a significantly higher rate of hourly pay compared to Support Staff and whilst the majority of MSLT teachers are female, a much higher proportion of our male employees are Teachers. The vast majority of support staff posts are occupied by females. This is partly due to support roles often being for part time hours which fit in with school opening hours, which in turn tends to appeal to women more than men.

Naturally we would want to encourage applications from male teachers given they are, on the whole, under-represented but this is even more the case for support roles. Although this has also applied historically, it is also worthy of note that Teachers pay awards are effective from September. The pay awards for Support Staff are effective from 1<sup>st</sup> April. If the assessment date was a few days later in April the gap may be a bit less.

The CSAT data has seen a high increase in mean gender pay gap in comparison to last year's percentage. This is largely due to the merger as CAT have more male senior level staff than CSAT. The median gender pay gap has also increased slightly, but due to the very low proportion of male employees we employ, any change in male personnel has a significant effect on the mean and median pay gap percentage. NJC increases have been more generous recently but increases of 6.5 % for Teachers and 3% for those on Bromley Localised pay scales has contributed to a widening gap. Opening up BR5 for Crofton Support Staff should help from 2025 onwards, as might the introduction of the SSSNB, School Support Staff Negotiating Body. This may mean that percentage increases for School support staff are more closely in line with Teachers.

## **Action plan**

The Trust seeks to maximise opportunities for all employees regardless of gender.

The Trust will:

- keep under constant review any relevant potential barriers to entry or progression in any part of the Trust;
- create a culture where there are no such things as "female roles" or "male roles";
- mitigate for any unconscious biases; and
- ensure all job roles advertised eliminate any potential gender bias, encourage diversity in applicants and particularly encourage applicants from under-represented groups.
- open up the Bromley Localised pay scale BR5 to Teaching Assistants.

**Andrea Harris**  
CEO