

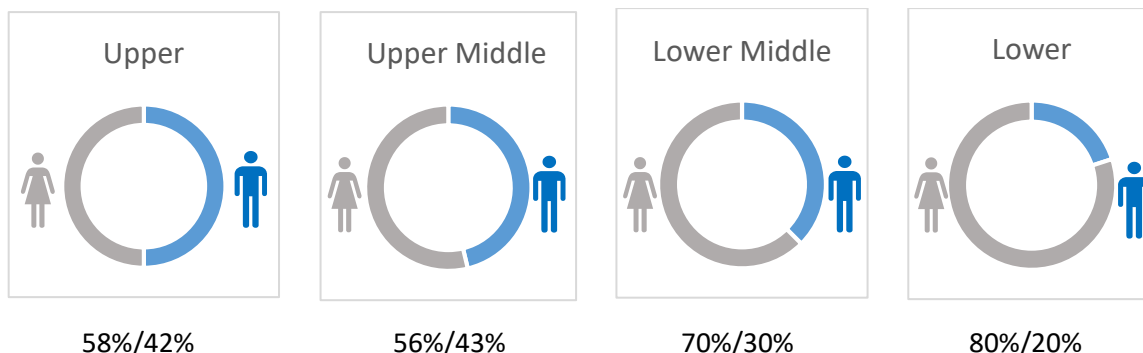
Overall Gender Pay Gap

Difference between men & women	Mean (Average)	Median (Middle)
Gender Pay Gap	8.4%	11.2%
Gender Bonus Gap *	19.5%	14.3%

The 2017 national median pay gap was 18.2%, ours is substantially lower at 11.2%. We are proud of our values and recruitment practices which encourage equality, diversity and inclusion.

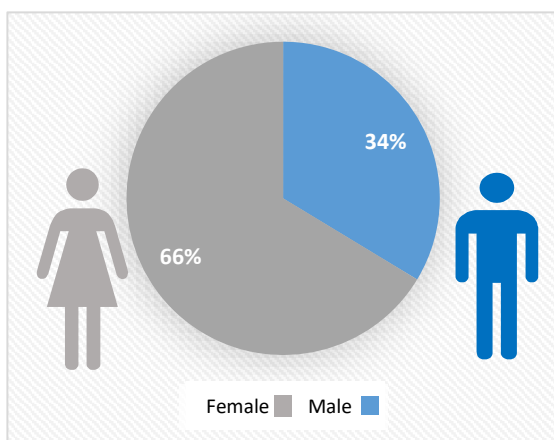
*MKC doesn't operate a bonus scheme. However, a small number of one-off payments took place for 9 employees from a total of 1402. The proportion of males receiving a bonus payment is 1.27% and females receiving a bonus is 0.32%.

Hourly Pay by Quartile



The higher % of women in the lower quartile is indicative of the education sector and demonstrates that part time, term time only and flexible hours contracts are more attractive to women.

Workforce Profile



Women in Senior Leadership Team

75% Female 25% Male

As an organisation we engage with Women Leaders MK, last year 3 inspirational leaders from our organisation were nominated for awards.

MKC has female leaders in the most senior roles including the CEO, COO and Executive Director for Offender Learning.

How will we make a difference?

We know, that currently the median gender pay gap within our management contracts (54 males & 118 females) is not an issue at 0.0% difference, evidencing the culture and support for females to progress to management roles at MKC.

The gender pay gap analysis acknowledges we have some areas for improvement and we are committed to closing these gaps. We will not be complacent in our endeavours to improve this. We will continue to promote and harness an inclusive and supportive working environment, through our journey and beyond the accreditation process for Leaders in Diversity.

I confirm this data is accurate (March 2018):

Julie Mills
Julie Mills (CEO & Principal)

David Meadowcroft
David Meadowcroft (Chair of Governors)