

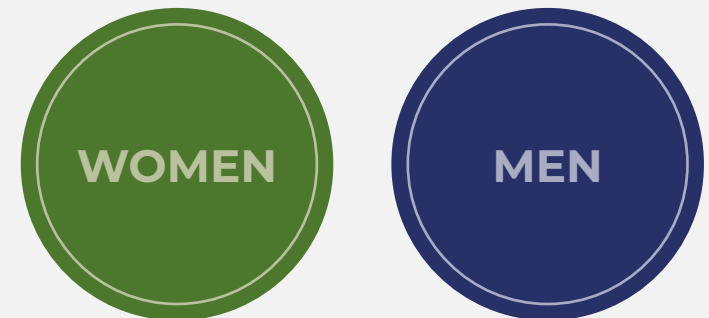
Gender pay report 2025

MKC TRAINING



Contents

Introduction	1
Background	1
Gender pay	2
Gender pay statistics - Mean pay	3
Gender pay statistics - Median pay	4
Gender pay statistics - Mean bonus pay	5
Gender pay statistics - Median bonus pay	5
Pay quartiles - Gender breakdown	6
Workforce data	7
Part time working breakdown	7
Summary	8



Introduction

Completing a gender pay report has been compulsory for organisations employing more than 250 (headcount) staff since 2017. Each organisation is obliged to complete and publish the results online on both the designated Government website and the organisation's own external website.

On 31st March 2025, the number of employees at MKC Training has increased to 274, including sessional staff as required by the statutory reporting guidelines.

This report has been produced to identify any pay gaps with a view to recommending any actions that will assist with reducing these gaps.

Background

A gender pay report involves comparing the pay of all the women and men in an organisation, investigating the causes of any gender pay gaps and then working to close the identified gaps. This is the fifth gender pay report completed for MKC Training, and the second that requires statutory reporting.

A statutory gender pay report should not be confused with a voluntary equal pay audit. Gender pay reports provide information on average pay across the whole of an organisation based on gender alone, whereas an equal pay audit compares the pay of women and men working in jobs of equal value for example Instructors/ Trainers at MKC Training.

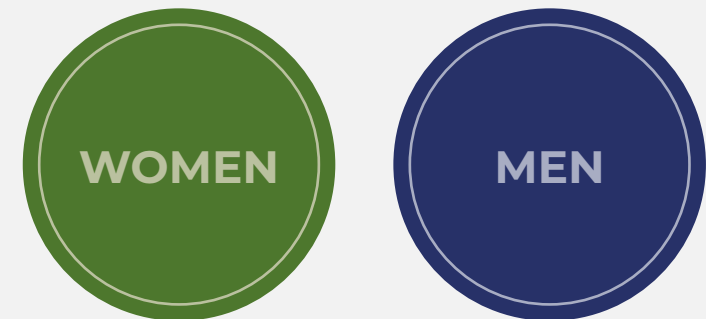
Gender pay

For the staff employed as of 31st March 2025, MKC Training reports a mean gender pay gap of -4.9% (a reduction of 4.68%) and a median gender pay gap of -7.34% (a reduction of 0.88%), based upon the reporting principles as set out in the UK Government's methodology.

The gender pay report for 2024, showed a mean gender pay gap of -9.53% and a median gender pay gap was -8.22%.

The total workforce headcount as of 31st March 2025 was 274. In calculating these figures both base pay and any additional payments/ allowances were used.

On 31st March 2025, the gender split at MKC Training was 25.18% female staff and 74.82% male staff. For comparison purposes in March 2024 the split was 24.32% female staff and 75.68% male staff.



Gender pay statistics - **Mean pay**

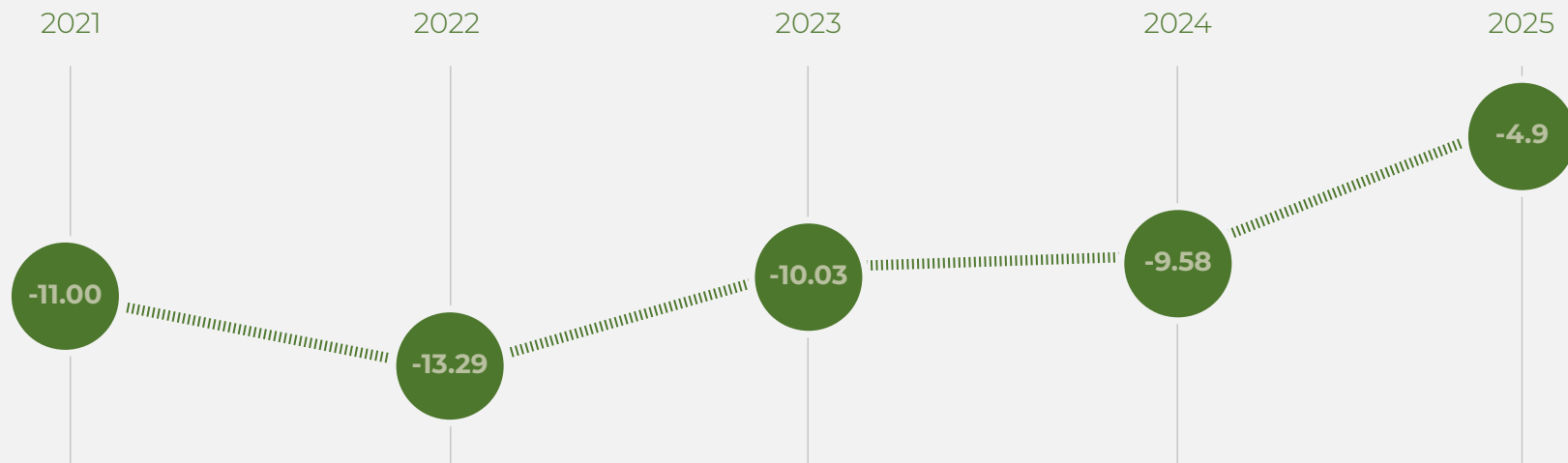
Comparison of mean pay at MKC Training shows that women are paid **4.9%** less.

- Hourly rate for women **£23.98**
- Hourly rate for men **£25.21**

For every £1 a male earns a female will earn 95p.



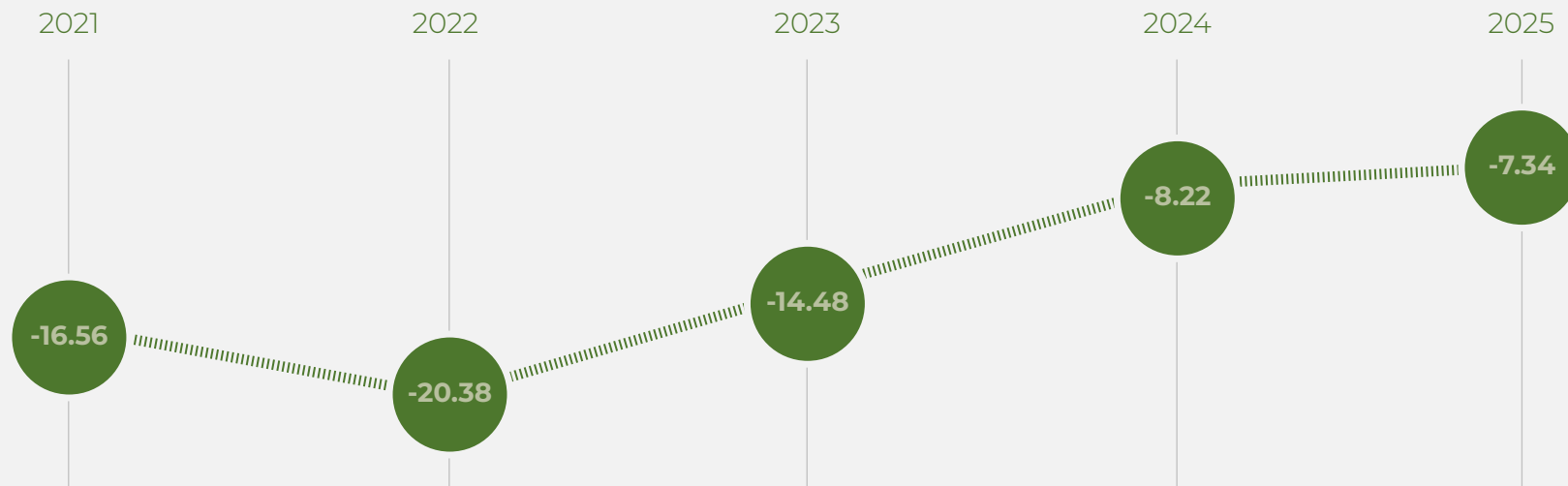
Women V Men earnings



Gender pay statistics - **Median pay**

Comparison of median pay at MKC Training shows that women are paid **7.34%** less.

- Hourly rate for women **£22.35**
- Hourly rate for men **£24.12**



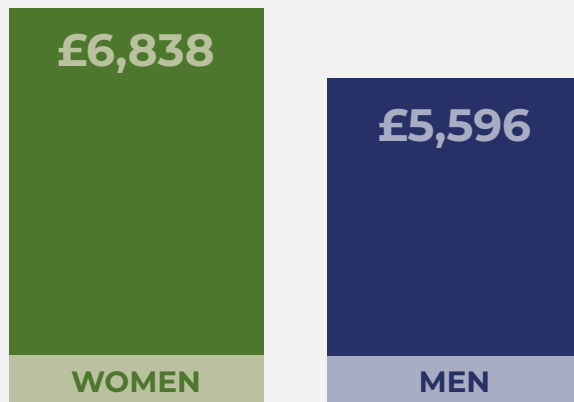
Progress chart - Median pay gap

Gender pay statistics

Mean bonus pay

Comparison of mean bonus pay at MKC Training shows that women are paid **22.19%** more.

- Mean bonus for women **£6,838**
- Mean bonus for men **£5,596**



Proportion of women and men receiving a bonus payment

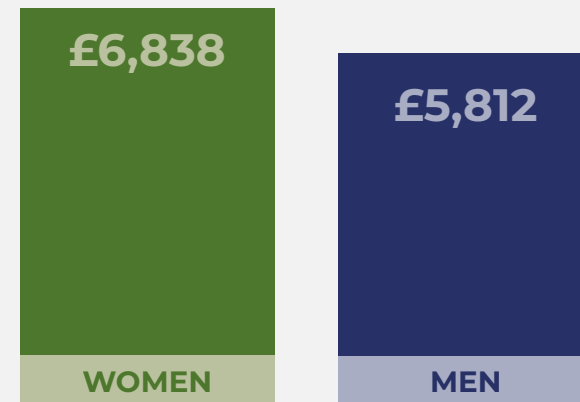
- **2.89%** of women received a bonus payment
- **5.37%** of men received a bonus payment

Gender pay statistics

Median bonus pay

Comparison of mean bonus pay at MKC Training shows that women are paid **17.66%** more.

- Mean bonus for women **£6,838**
- Mean bonus for men **£5,812**

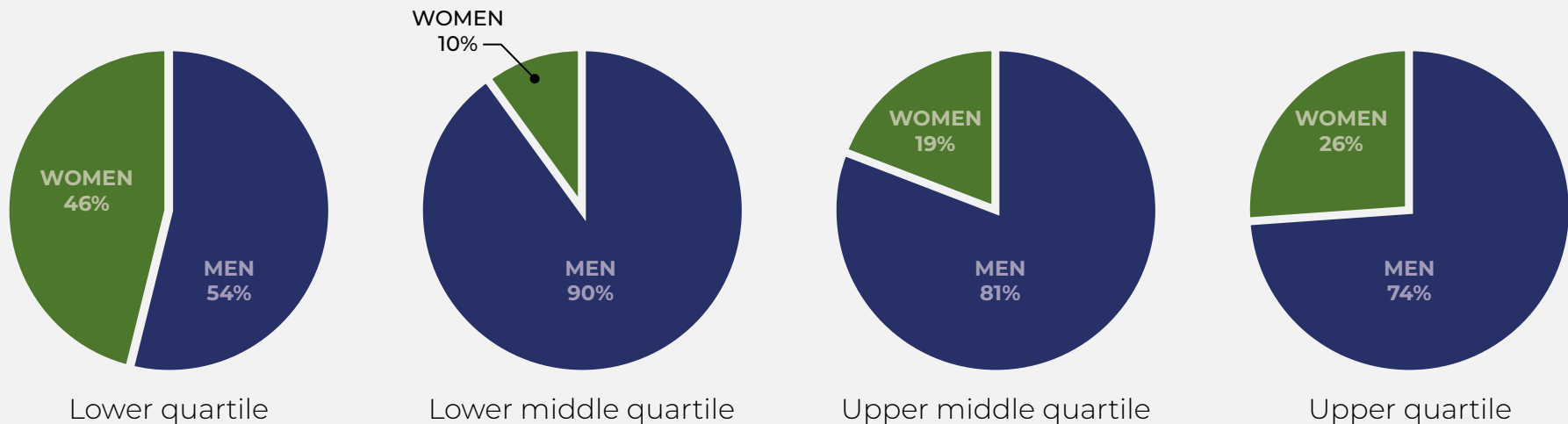


Pay quartiles - **Gender breakdown**

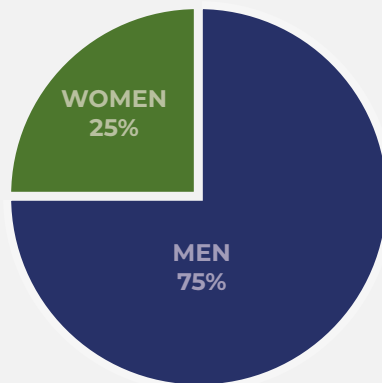
A gender pay report also requires a breakdown of staff into “quartiles” to determine the gender split across the organisation.

The MKC Training quartiles are split as follows:

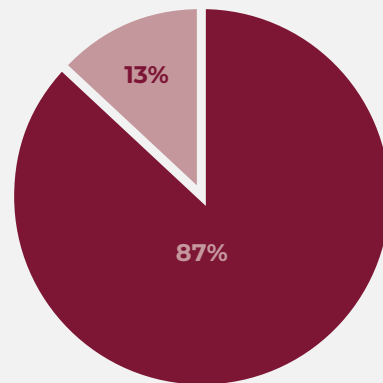
- **46%** of staff in the lower quartile are **women**, (3% increase)
- **10%** of staff in the lower middle quartile are **women**, (4% decrease)
- **19%** of staff in the upper middle quartile are **women**, (2% increase)
- **26%** of staff in the upper quartile are **women**, (3% increase)



Workforce data

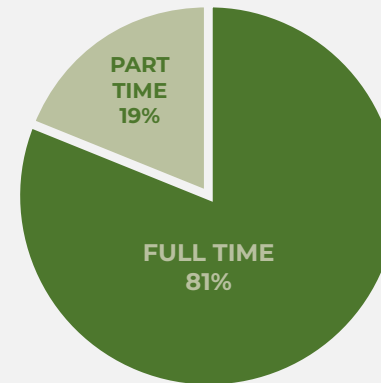


Workforce
breakdown

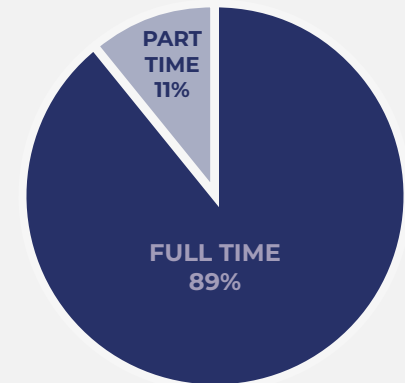


Full time/part time
split

Part time working breakdown



Women



Men

Summary

RECOMMENDED ACTIONS		OWNER
1	An Equal pay audit to be completed in 2026	Group People Corporate Business Partner
2	Gender pay report to be completed in 2026	Group People Corporate Business Partner
3	MKC Training SLT to review existing pay arrangements and determine whether or not any adjustments are required for any specific roles. E.g. introduction of an appropriate pay scale.	MKC Training SLT
4	Encourage staff who have yet to self-declare their disability status to update their personal record using Employee Self Service.	MKC Training SLT/ Managers/ Deputy Director of People / PCS
5	Encourage staff who have yet to self-declare their ethnic origin to update their personal record using Employee Self Service.	MKC Training SLT/ Managers/ Deputy Director of People / PCS

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MKC TRAINING
