

LIFE EDUCATION TRUST

GENDER PAY GAP REPORT 2019

Background

Since 2017, any UK organisation employing 250 or more employees has to provide an annual report on its gender pay gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017).

The regulations require the gap between the earnings of all men and women in the organisation to be calculated in six different ways:

- The mean gender pay gap
- The median gender pay gap
- The mean bonus pay gap
- The median bonus pay gap
- The proportion of men and women receiving bonuses
- The number of men and women in quartile pay bands

For public sectors organisations, including academy schools, the snapshot date for the capture of data is 31 March 2019.

Gender pay gap data

As at 31 March 2019, LIFE Education Trust that consisted of 1 Secondary Academy, 3 Primary Schools and 1 Independent School had full-pay relevant employees of 203 women and 44 men.

	Women's earnings are:
Mean gender pay gap in hourly pay	27% lower
Median gender pay gap in hourly pay	44% lower
Difference in mean bonus payments	92% lower
Difference in median bonus payments	0% lower

The proportion of men and women receiving a bonus payment:

Men	9%
Women	1%

Number and proportion (%) of men and women in each pay quartile:

	Male No's	Female No's	Male %	Female %
Lower quartile	3	58	5%	95%
Lower middle quartile	10	52	16%	84%
Upper middle quartile	11	51	18%	82%
Upper	20	42	71%	29%

Explanation of gender pay gap information for LIFE Education Trust

In our schools, men and women are paid equally for doing equivalent jobs. The reason for the gender pay gap is an imbalance of male and female staff across the Trust. There are fewer women in senior roles than men, as well as a higher proportion of women relative to men in lower paid role.

The Trust is committed to closing the gender pay gap where possible.