

LIFE EDUCATION TRUST
GENDER PAY GAP REPORT 2020

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 stipulate that the following information must be reported:

- The mean gender pay gap
- The median gender pay gap
- The mean bonus pay gap
- The median bonus pay gap
- The proportion of males and females receiving a bonus payment
- The proportion of males and females in each pay quartile

INTRODUCTION

The gender pay gap is a measure of the difference in the mean and median earning of men and women across the Trust. Equal pay ensures that we are paying the same level of pay to those who are performing the same work, or work assessed as being of equal value. The Trust is committed to closing the gender pay gap where possible.

On the 31 March 2020, LIFE Education Trust workforce for the purpose of the gender pay gap reporting consisted of 269 individuals: 226 women and 43 men.

METHODOLOGY

In accordance with the regulations and with reference to the Equality Act 2010, the Trusts' gender pay gap report includes data relating to persons who are employed by the Trust.

The data was extracted as close as possible to 31 March 2021 in order to minimise the impact of subsequent changes to records.

It should be taken into consideration that the statistics can be affected by a range of factors, including the different number of men and women across all roles at all levels.



LIFE EDUCATION TRUST
GENDER PAY GAP REPORT 2020

FINDINGS

On the 31 March 2020, LIFE Education Trust workforce for the purpose of the gender pay gap reporting consisted of 269 individuals: 226 women and 43 men.

Proportion (%) of males and females in each pay quartile

The Trust's gender pay gaps are as follows:

Gender pay gap in hourly pay	Female Earnings
Mean gender pay gap in hourly pay	27% lower
Median gender pay gap in hourly pay	39% lower

Gender pay gap in bonus pay	Female Earnings
Mean gender pay gap in bonus pay	95% lower
Median gender pay gap in bonus pay	0% lower

Proportion in receipt of bonus pay by legal sex	
Male	11.6%
Female	1.3%

