

Life Education Trust

Gender Pay Gap Report – 2023

Introduction

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

The gender pay gap is a measure of the difference in the mean and median earnings 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.

In accordance with the regulations and with reference to the Equality Act 2010, the Trusts' gender pay gap report includes data relating to those who are employed by the Trust as at 31 March 2023.

On the 31 March 2023, LIFE Education Trust workforce for the purpose of the gender pay gap reporting consisted of 288 employees of which 41 are men and 247 are women.

Findings

The information reported from our gender pay gap data was as follows:

Employee Headcount

Men	Women
14.2%	85.8%

Percentage of men and women in each pay quarter

	Men	Women
Upper Quartile	29.2%	70.8%
Upper Middle Quartile	12.5%	87.5%
Lower Middle Quartile	12.5%	87.5%
Lower Quartile	2.8%	97.2%

Mean and median gender pay gap

	Women
Mean Gender Pay Gap	30.2 % lower
Median Gender Pay Gap	42.4% lower

Percentage of men and women who received bonus pay

Men	Women
0.0%	0.0%

Mean and median gender pay gap using bonus pay

Men	Women
n/a	n/a