

Lydiate Learning Trust Gender Pay Gap Report 2017

Lydiate Learning Trust is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

The Trust has 315 employees who count as full pay relevant employees (the definition used for reporting gender pay). There are 222 females (70%) and 93 males (30%).

The results of the statutory calculations are:

1. Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 16.4%.

2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 32.8%.

3. Mean and Median Bonus Pay Gap

No bonuses were paid to any member of staff for the reporting period.

4. The Proportion of Males and Females in Each Quartile Pay Band

Mar-18		Total	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Number of Employees	Male	93	31	26	23	13
	Female	222	48	60	48	66
Percentage	Male	30%	39%	30%	32%	16%
	Female	70%	61%	70%	68%	84%

In all cases females represent the higher percentage. The middle quartiles follow the gender split of employees. In the upper quartile males outperform their 30% gender split. The biggest gap is in the lower quartile with females representing 84%.

Supporting Statement


Lydiate Learning Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development.

All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up. The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

I can confirm that the above information has been prepared from our payroll data on the snapshot date and fairly presents the Gender Pay Gap information for Lydiate Learning Trust.

Signed:



Ann Stahler
CEO and Accounting Officer