



# LIONHEART ACADEMIES TRUST

## GENDER PAY REPORTING

### BASED ON 31<sup>st</sup> MARCH 2017

## INTRODUCTION

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation, it will not involve publishing individual employees data.

These six calculations are:-

- mean gender pay gap
- median gender pay gap
- mean bonus gender pay gap (not applicable as organisation does not operate a bonus policy)
- median bonus gender pay gap (not applicable as organisation does not operate a bonus policy)
- proportion of males and females receiving a bonus payment (not applicable as organisation does not operate a bonus policy)
- proportion of males and females in each quartile band

We are required to publish the results on our website and a government website.

We can use these results to assess:-

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels

## ORGANISATION STATISTICS

### Number of employees

Total number of full pay relevant **male** employees - **151**

Total number of full pay relevant female employees - **393**

Total number of **all** full pay employees – **544**

**27.8%** of employees are male and **72.2%** of employees are female across the Trust.

### Mean gender pay gap

The mean hourly rate of pay for all male full-pay relevant employees for the Lionheart Academies Trust works out at **£23.13** and for all female full-pay relevant employees **£16.87**. This means there is a **27.1%** mean gender pay gap.

### Median gender pay gap

The median hourly rate of pay for all male full-pay relevant employees for the Lionheart Academies Trust works out **£26.14** and for all female full-pay relevant employees **£10.33**. This means there is a **60.5%** median gender pay gap.

## Proportion of male and female staff percentage analysis by each separate quartile pay band

Pay quartiles per hour	Number of full-pay relevant female employees	Number of full-pay relevant male employees	% of full-pay relevant female employees in quartiles	% of full-pay relevant male employees in quartiles
1 <sup>st</sup> quartile (136 employees) £7 - £8.39	120	16	88.2 %	11.8 %
2 <sup>nd</sup> quartile (136 employees) £8.39 - £13.27	107	29	78.7 %	21.3 %
3 <sup>rd</sup> quartile (136 employees) £13.27 - £29.16	90	46	66.2 %	33.8 %
4 <sup>th</sup> quartile (136 employees) £29.16 - £93.53	76	60	55.9 %	44.1 %

### SUPPORTING STATEMENT

The Lionheart Academies 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 majority of staff are in the lower pay quartiles and the workforce is predominantly female therefore the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected.

The Lionheart Academies Trust supports our staff with a number of family friendly provisions such as part time working, which our (predominantly female) employees choose to take advantage of.

The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

#### Declaration:

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for the Lionheart Academies Trust.

Name: Kath Kelly, Accounting Officer

Signed: 