

## Gender Pay Gap Rationale

Across 254 staff employed with Lunesdale Learning Trust median pay is 35% higher for male staff.

This disparity is created by a higher proportion of female staff employed in roles with pay rates in the lower and lower middle quartiles. 77% of staff in roles attracting these lower quartile rates of pay are female. The overall percentage of staff who are female is 69%, with 61% of staff in the upper and upper middle quartiles being female.

It is therefore the case that the large disparity in median pay by gender is skewed by the very high percentage of female staff in lower paid roles.

Whilst the percentage of females in lower paid roles is disproportionate to the overall percentage of females employed, within each quartile of ranked hourly pay the average pay for male and female staff shows little bias:

Quartile	Female Staff	Male Staff	Average hourly rate £		Pay Gap	
			Male	Female	£	%
Lower	75%	25%	10.49	10.44	0.05	0.48%
Lower Middle	79%	21%	16.59	16.58	0.01	0.06%
Upper Middle	70%	30%	30.41	30.92	-0.51	-1.68%
Upper	52%	48%	41.3	42.94	-1.64	-3.97%

Across lower and lower middle percentiles men are paid more than women by less than 0.5%.

Across upper and upper middle percentiles the average pay of women exceeds the average pay of men.

### LUNESDALE LEARNING TRUST

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