

Gender Pay Gap Rationale

Across 240 relevant staff employed on the snapshot date of 31st March 2022 with Lunesdale Learning Trust median pay is 45.16% higher for male staff. The mean pay is 16.04% higher for male staff.

This disparity is created by a much higher proportion of female staff employed in roles with pay rates in the lower and lower middle quartiles. 74% of staff in roles attracting these lower quartile rates of pay are female. The overall percentage of staff who are female is 70%, with 65% of staff in the upper and upper middle quartiles being female.

Median pay by gender is therefore skewed by the high percentage of female staff overall.

Within each quartile of ranked hourly pay the average pay for male and female staff shows some variances:

Quartile			Mean Hourly Rate (£)		Pay Gap	
	Female	Male	Female	Male	Difference (£)	Percentage
Upper	53%	47%	42.04	41.59	-0.45	-1.09
Upper Middle	77%	23%	30.54	30.95	0.41	1.32
Lower Middle	73%	27%	15.10	16.58	1.47	8.88
Lower	75%	25%	10.27	10.37	0.10	0.92

In the upper percentile, the average pay of women exceeds the average pay of men by just over 1% but in the upper middle percentile men are paid more than women by nearly 1.5%.

In the lower middle percentile women are paid less than men by nearly 9% and in the lower percentile the average pay for men almost 1% higher.

There is no bonus pay to report and compare on for this establishment.

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