**Gender Pay Gap Rationale**

Across 231 relevant staff employed on the snapshot date of 31st March 2023 with Lunesdale Learning Trust median pay is 28.61% higher for male staff. The mean pay is 7.38% 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. 73% of staff in roles attracting these lower quartile rates of pay are female. The overall percentage of staff who are female is 68%, with 64% 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; which equates to 68% of all staff.

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  | | Mean Hourly Rate (£) | | Pay Gap | |
| Quartile | Female | Male | Female | Male | Difference (£) | Percentage |
| Upper | 59% | 41% | 44.37 | 40.26 | -4.11 | -10.20 |
| Upper Middle | 69% | 31% | 31.94 | 31.46 | -0.49 | -1.55 |
| Lower Middle | 74% | 26% | 16.78 | 17.82 | 1.04 | 5.81 |
| Lower | 72% | 28% | 11.36 | 11.41 | 0.05 | 0.41 |

In the upper percentile, the average pay of women exceeds the average pay of men by over 10% and in the upper middle percentile women are paid more than men by 1.5%.

In the lower middle percentile women are paid less than men by around 5.8% and in the lower percentile the average pay for men is only 0.4% higher.

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