

Gender Pay Gap Rationale

Across 240 relevant staff employed on the snapshot date of 31st March 2025 with Lunesdale Learning Trust median pay is 40.19% higher for male staff. The mean pay is 9.67% higher for male staff.

This disparity is created by a large proportion of female staff employed in roles across all quartiles. The overall percentage of staff who are female is 70%, with almost two thirds of staff in the upper and upper middle quartiles and three quarters in the lower middle and lower quartiles being female.

Median pay by gender is therefore also 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	62%	38%	49.29	43.27	-6.01	-13.90
Upper Middle	65%	35%	30.69	31.94	1.25	3.93
Lower Middle	78%	22%	16.18	15.51	-0.67	-4.30
Lower	75%	25%	11.76	11.80	0.05	0.39

In the upper percentile, the average pay of women exceeds the average pay of men by almost 14% and in the lower middle percentile women are paid more than men by 4.3%.

In the upper middle percentile women are paid less than men by almost 4% and in the lower percentile the average pay for men is only approximately 0.4% higher.

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

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