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Gender Pay Gap Report March 2019









Introduction

Life Multi-Academy Trust is an employer required under the Equality Act 2010 to report on the Gender Pay Gap within our workforce. This report shows the difference in pay between men and women across our Trust. This is different to equal pay, which is the difference in pay between men and women who do the same job and role.

The data reported is a snapshot from the Trust’s payroll based on staff employed at 31st March 2019.

The results of these statutory calculations are as follows:

- The Mean Gender Pay Gap** – The difference between the mean hourly rate of pay for men and women employed at the Trust is 12.4% lower for female employees.
- The Median Gender Pay Gap** – The difference between the median hourly rate of pay for men and women employed at the Trust is 19.9% lower for female employees.
- The Mean and Median Gender Bonus Pay Gap** – As the Trust has not paid any bonus payments to its staff, it has not been applicable to report on these categories.
- The Proportion of Male and Female employees in each Quartile Pay Band**

Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
 Male 20.4%	 Male 16.8%	 Male 19.3%	 Male 37.5%				
 Female 79.6%	 Female 83.2%	 Female 80.7%	 Female 62.5%				

Supporting Statement

Life Multi-Academy Trust is committed to the promotion of equality of opportunity to all employees, and supports the fair treatment of all staff irrespective of gender. All our posts are aligned to agreed pay scales, with men and women receiving equal pay for equal roles.

The gap in mean and median pay between men and women reflects the composition of the workforce as opposed to any pay inequalities; many of the lower paid roles predominantly attract more female than male applicants. The Trust is committed to reducing its gender pay gap and is pleased to report a reduction since March 2018. An Action Plan, which aims to further reduce the gap, has been published on the Trust’s website.

I hereby confirm the information provided in this report to be accurate

Chris Parkinson
Chief Executive Officer
Life Multi-Academy Trust