



Difference in mean and median hourly rates of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap % difference male to female	21.3	41.8

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap % difference male to female	N/A	N/A

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	0
Female employees (% paid a bonus compared to all female employees)	0

Proportion of male and female employees according to quartile pay bands

	Quartile 1 (lower)	Quartile 2 (lower middle)	Quartile 3 (upper middle)	Quartile 4 (upper)
Male (% males to all employees in each quartile)	7.5	20.4	35.0	36.4
Female (% females to all employees in each quartile)	92.5	79.6	65.0	63.6

Supporting Narrative Statement

The Lionheart Educational Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development. All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role or work of equivalent value.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up.

Currently the Trust workforce consists of 75% female and 25% male employees. Gender pay reporting is not an issue of equal pay.

The proportion of female staff is highest in the lowest pay quartiles which has a significant impact on gender pay.

The Lionheart Educational Trust support our staff with a number of family friendly provisions such as part time and flexible working, which our employees choose to take advantage of. A much higher proportion of female staff take advantage of such arrangements. 58% of female staff are not on a full-time equivalent contract compared with just 12% of male staff.

The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

Looking ahead we are continuing to:

- Ensure our recruitment campaigns help us to increase the diversity of applicants.
- Make unconscious bias training mandatory for all selection panels.
- Promote staff diversity groups to ensure staff are seen, heard and listened to.
- Enhance our family-friendly working opportunities including flexible and remote working opportunities.
- Encourage women to apply for promotion/roles at higher grades.