



Gender pay gap report

(Data Snapshot Date: March 2020)

The calculation used to report the Gender Pay Gap for the Lionheart Educational Trust has changed for this reporting period. Historically teacher calculations were only based on directed time amounting to 1265 hours.

However, it is recognised that beyond directed time, teachers are required to work such additional hours as may be needed to enable them to effectively discharge their professional duties e.g. planning and assessing pupils' work. In order to provide more accurate data for gender pay reporting, it was agreed by the Trust Board to base all calculations on 1695; the number of working hours available to full-time all year-round employees.

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	15.5	37.8

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)	N/A
Female employees (% paid a bonus compared to all female employees)	N/A

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)	8.9	23.1	31.3	38.4
Female (% females to all employees in each quartile)	91.1	76.9	68.7	61.6

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

A handwritten signature in black ink, appearing to read "dkelly".

Signature:

Date: 04/10/21

Status/position: CEO

SUPPORTING STATEMENT NARRATIVE

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. Gender pay reporting is not an issue of equal pay.

The majority of female staff are in the lower pay quartiles which has a significant impact on gender pay reporting although the gap has narrowed for this reporting period.

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.

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

Looking ahead we are:

- Ensuring our recruitment campaigns help us to increase the diversity of applicants.
- Making unconscious bias training mandatory for all selection panels.
- Establishing staff diversity groups to ensure staff are seen, heard and listened to.
- Enhancing our family-friendly working opportunities including flexible and remote working opportunities.
- Encouraging women to apply for promotion/roles at higher grades.
- Establishing a coaching academy