



## **Gender Pay Gap Report 2021**

### **Background**

All companies with 250 employees or more are now required to publish their gender pay gap under new legislation that came into force in April 2017. Employers have to publish the gap in hourly pay between men and women on both a mean and a median basis.

In addition, employers are required to disclose the distribution of gender pay by pay quartile, which involves splitting the workforce into four groups based on their pay and showing the proportion of men and women in each group. Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender pay gap on these bonuses.

The Lincoln Anglican Academy Trust supports gender pay gap reporting and this report includes the statutory disclosures required, together with some further information about opportunities within the Trust.

### **Context**

The gender pay gap is the difference between the hourly rate of pay of male employees and female employees, expressed as a proportion of the hourly rate of the male employees. Reporting is provided on both a mean (average) and median (mid-point) basis.

The national average calculated by the Office for National Statistics (April 2021) is 15.4%, up from 14.9% in April 2020. Part time workers are included in the reporting of the gender pay gap.

Under the Equal Pay Act 1970 and more recently, the Equality Act 2010, it is against the law to pay people performing the same Role or “work of equivalent value” differently because of their gender. This applies to all employers regardless of size.

## Statutory Disclosures - Lincoln Anglican Academy Trust

The information provided in the tables below is the data that the Trust is required to publish by law, based on the hourly rates of pay of those employed on the snapshot day of 31 March 2021.

### Pay Gap

Difference in hourly rate of pay: male to female – mean	17.6%
Difference in hourly rate of pay: male to female – median	16.5%
Difference in bonus pay: male to female – mean	0.0%
Difference in bonus pay: male to female – median	0.0%
Proportion of Males who received bonus pay	0.0%
Proportion of Females who received bonus pay	0.0%

### Employees by pay quartile

Quartile	Females	Males
Upper: 75-100% of full-pay relevant employees	82.5%	17.5%
Upper middle: 50-75% of full-pay relevant employees	85.0%	15.0%
Lower middle: 25-50% of full-pay relevant employees	95.3%	4.7%
Lower: 0-25% of full pay-relevant employees	94.5%	5.5%

The overall gender split of employees at the Trust is 89% female and 11% male. However, within the lower pay quartile, the gender split moves to 94.5% female and 5.5% male. At the upper pay quartile, the proportion of male employees increases to 17.5%.

The overall median pay gap is 16.5%, which is a significant fall on last year's figure of 25.8%.

### Conclusion

The above figures show that there has been significant progress in closing the mean and median pay gap across the Trust and indeed these rates are close to the national average. Having reviewed the data on gender and pay rates, we believe that any pay differences above are almost entirely due to the significantly higher proportion of women working in its support roles and therefore paid in the lower quartiles.

The figures above show a high proportion of women working in the upper pay quartiles and demonstrates the inclusive and flexible nature of recruitment processes and working practices. The Trust remains committed to offering equal opportunities for all employees and uses a spinal point system, against which job descriptions are matched, to ensure that employees are paid equally for the same or equivalent work.

The Trust has rolled out a training programme covering areas of recruitment, equality and diversity, including unconscious bias. At the same time, a policy of automatic pay progression has since been implemented to reduce the risk of subjective decisions impacting on pay.