GENDER PAY GAP 2024

Lincolnshire Gateway Academies Trust

PAY DATA

DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is **21.4% lower** than men's	Women's median hourly rate is **37.8% lower** than men's

When comparing mean hourly rates, women earn **78.6p for every £1** that men earn

When comparing median hourly rates, woman earn **62.2p for every £1** that men earn

PAY QUARTILES

QUARTILE	FEMALE	MALE
Upper	60.3%	39.7%
Upper Middle	66.8%	33.2%
Lower Middle	72.8%	27.2%
Lower	90.3%	9.7%

A message from the Chief Executive Officer of Lincolnshire Gateway Academies Trust

Lincolnshire Gateway Academies Trust takes great care to comply with the Equalities Act 2010 and is committed to equal pay in similar roles, regardless of gender.

When considering performance and progression within the Trust, females represent **57%** of the Academy Principals and **32.25%** of the combined Executive, Principal and Vice Principal teams.

Our workforce is predominantly female and has increased last year from **71.8%** to **72.6%**.

As a responsible local employer, we are committed to removing barriers to equality and development and narrowing the pay gap. We are striving to achieve this by reviewing pay regularly and adopting family friendly policies to ensure policies and practices are fair.

M Brown | CEO | Lincolnshire Gateway Academies Trust

We confirm the data reported is accurate in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Lincolnshire Gateway Academies Trust is legally required to carry out Gender Pay Gap reporting.