

# GENDER PAY GAP 2022



Lincolnshire Gateway  
Academies Trust

LINCOLNSHIRE GATEWAY ACADEMIES TRUST

## PAY DATA



### DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is <b>17.4% lower</b> than men's	Women's median hourly rate is <b>19.1% lower</b> than men's

In other words, when comparing mean hourly rates, women earn **82.6p** for every **£1** men earn

In other words, when comparing median hourly rates, women earn **80.9p** for every **£1** men earn

## PAY QUARTILES

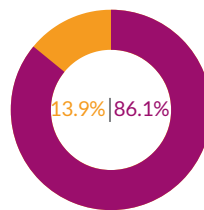
The image across shows the gender distribution at Lincolnshire Gateway Academies Trust when colleagues are placed into four equally sized quartiles based on pay



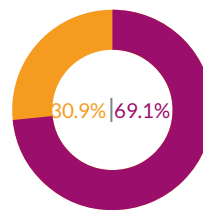
MALE



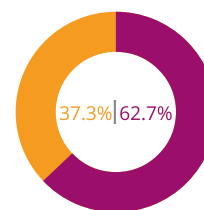
FEMALE



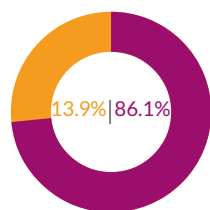
Quartile 1  
(lower)



Quartile 2



Quartile 3



Quartile 4  
(upper)

## A message from the Chief Executive of Lincolnshire Gateway Academy Trust

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

When considering performance and progression within the Trust females represent 42% of the Executive Team and 57% of the Academy Principals.

Our workforce is predominantly female and this increased last year from 70.1% to 70.6%.

A year-on-year improvement has also been seen in the percentage of females in the upper and upper middle quartiles based on pay.

We are pleased with our progression in this area and strive for more parity as we grow as a Trust and a responsible local employer.

*M Brown*

M Brown | Chief Executive | Lincolnshire Gateway  
Academy Trust

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Lincolnshire Gateway Academy Trust is required to carry out Gender Pay Gap Reporting.