

GENDER PAY GAP 2023



Lincolnshire Gateway
Academies Trust

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PAY DATA



DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 21.8% lower than men's	Women's median hourly rate is 41.4% lower than men's

When comparing mean hourly rates, women earn **78.2p for every £1** men earn

When comparing median hourly rates, women earn **58.6p for every £1** men earn



PAY QUARTILES

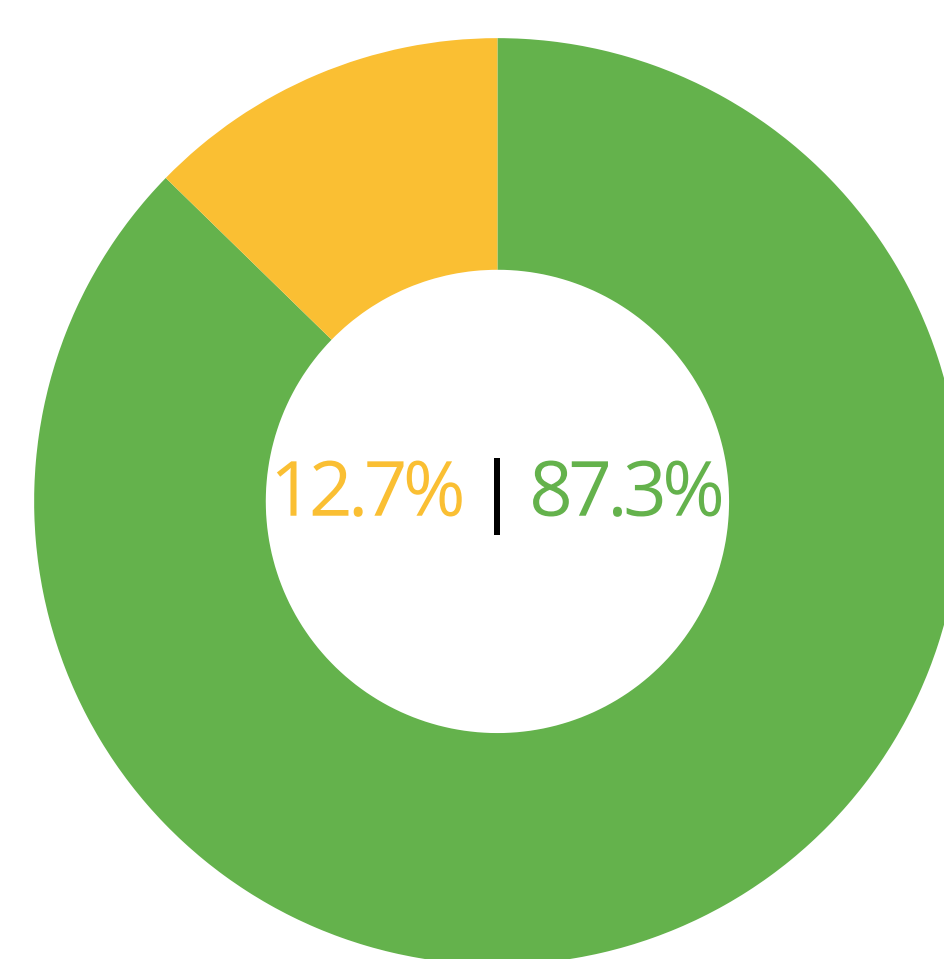


MALE

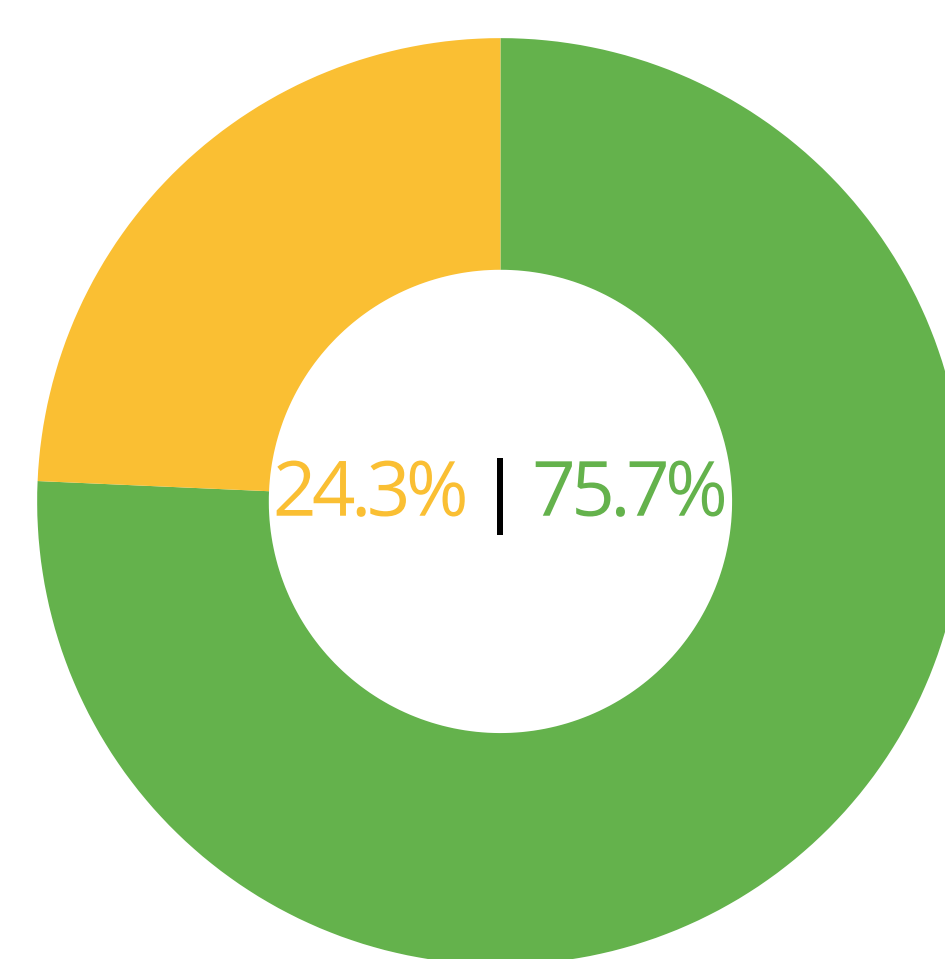


FEMALE

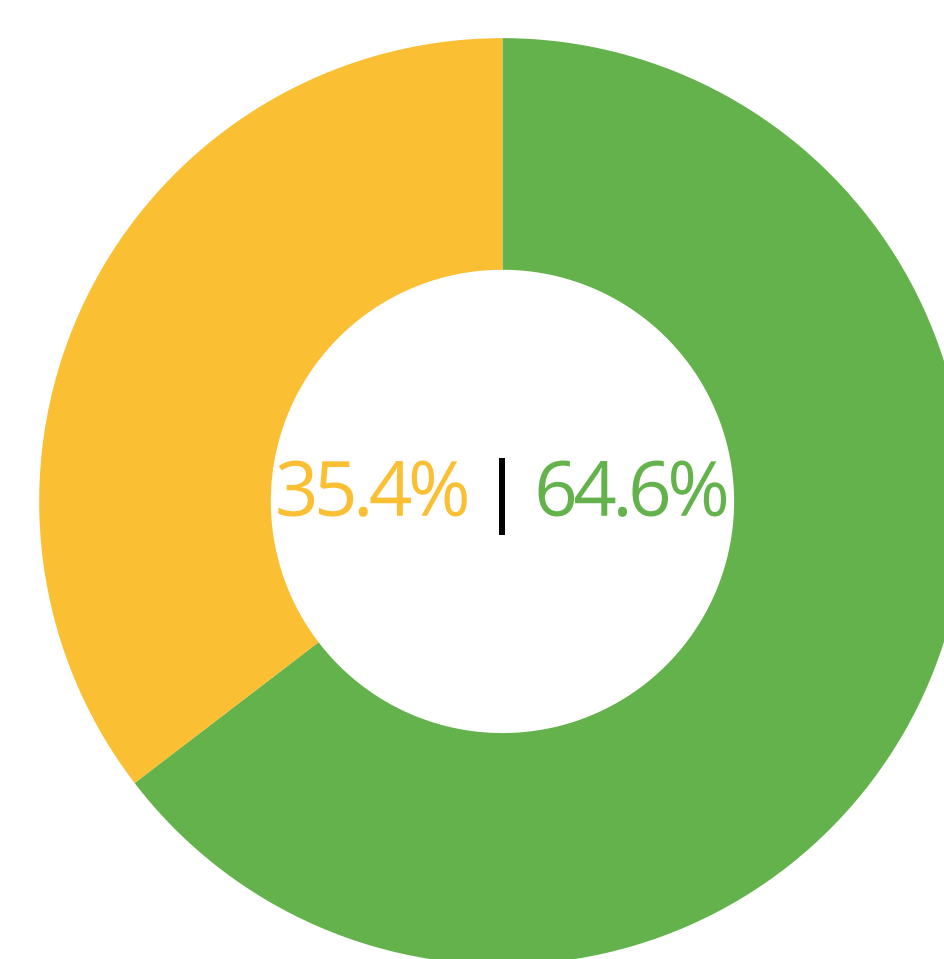
The image below shows the gender distribution at Lincolnshire Gateway Academies Trust when colleagues are placed into four equally sized quartiles based on pay



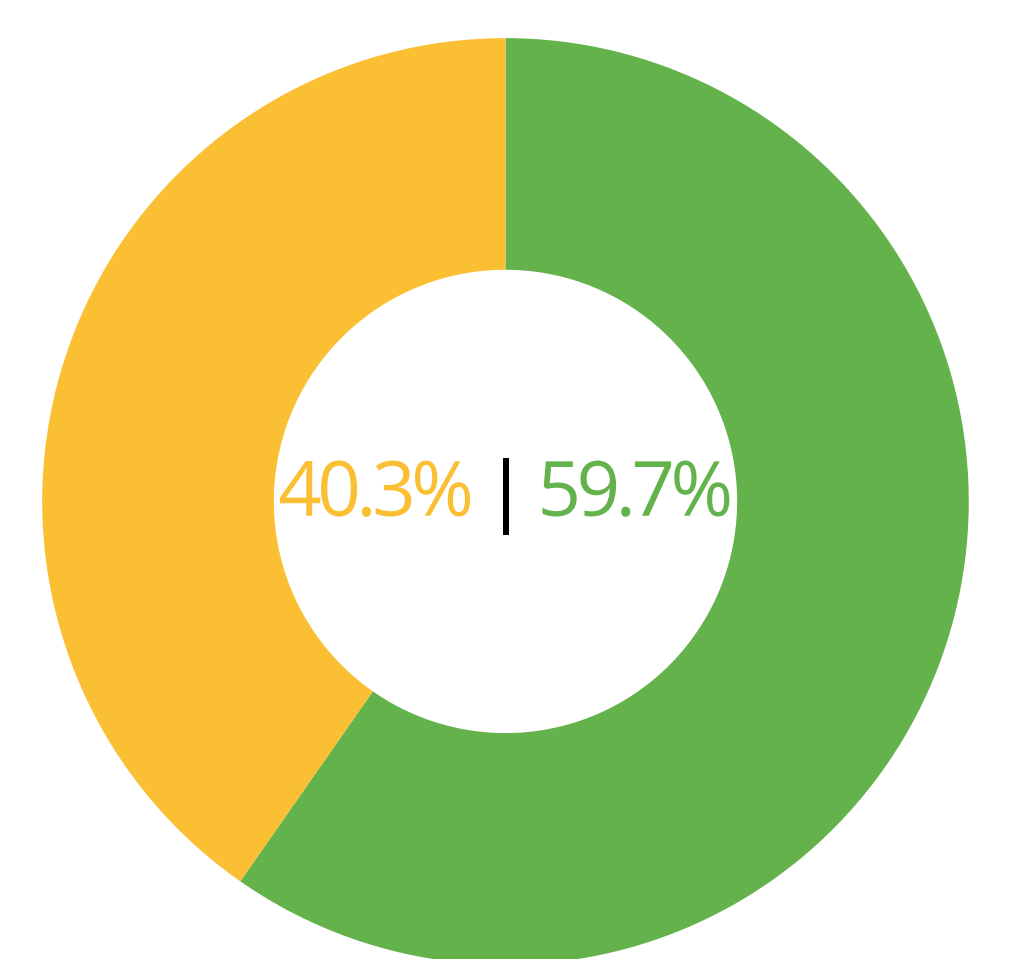
Quartile 1
(lower)



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 70.6% to 71.8%.

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

M Brown | CEO | 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.