

GENDER PAY GAP 2025



Lincolnshire Gateway
Academies Trust

PAY DATA

DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 24.96% lower than men's	Women's median hourly rate is 38.87% lower than men's

When comparing mean hourly rates, women earn **75.04 p for every £1** that men earn

When comparing median hourly rates, woman earn **61.13p for every £1** that men earn

PAY QUANTILES

QUANTILE	FEMALE	MALE
Upper	61.76%	38.24%
Upper Middle	68.82%	31.18%
Lower Middle	71.76%	28.24%
Lower	94.12%	5.88%

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

The gender pay gap reflects differences in the distribution of men and women across our Trust and their associated pay levels.

The number of females in our workforce has increased again this year from 72.6% last year to 74.3%. A heavily female workforce is typical in education nationally and the structure of the education sector, where support roles are predominantly held by women, heavily influences the data.

Women are generally concentrated in administration, teaching assistant, cleaning, pastoral and classroom teaching roles and a high proportion work term time or part time.

When considering performance and progression within the Trust, females currently represent 64% of the Academy Principals and 47% of the combined Executive and Principal team.

Lincolnshire Gateway Academies Trust is committed to addressing barriers to progression opportunities for part time staff and to improving the gender balance in support and specialist roles. We will do this through targeted development, flexibility, fair recruitment and equality of opportunity to ensure continuous improvement in the gender pay gap.

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.