

Gender Pay Gap Report – Lime Trust

Lime Trust consists of 8 schools, 4 special and 4 primary, in Cambridgeshire and North and East London. The Trust has put together a coherent and effective central team, a successful governance model and built a reputation for educational and business excellence.

This Gender Pay Gap Report is based on the relevant data as at 31 March 2021, covering all schools and centrally based staff within the Trust. Whilst we are shown to have a gap, this is in line with the education sector as a whole and all our staff are paid appropriately and against national pay ranges within the local authorities that we work across.

The difference in the mean/median hourly rate of pay between male and female full pay equivalent employees is:

Mean 20.92% (previous year: 17.51%)

Median 10.61% (previous year: 10.58%)

Both the mean and the median figures have increased slightly since 2020, although there cannot be a true comparison, as the Trust grew by another school (from 7 to 8) during that period, which impacts on the figures as the total headcount increased by 108 employees.

The proportions of males and females in each quartile pay band, ordered highest to lowest (Q4 to Q1), are as follows:

	Male No	Male %	Female No	Female %	Total no
Q4	35	20.59	135	79.41	170
Q3	15	8.82	155	91.18	170
Q2	18	10.59	152	89.41	170
Q1	16	9.47	153	90.53	169

Women make up 87.63% of the total workforce (increase on previous year) and 79.41% of quartile 4 (decrease on previous year), compared to 12.37% of men (decrease on previous year) within the workforce who make up 20.59% in quartile 4 (increase on previous year).

Although the statistics lean towards the male workforce being paid higher, within the wider context, there are significantly higher numbers of women within the lowest quartiles of the workforce due to more women employed in support roles within the Trust. The difference between men and women becomes more significant in the highest pay quartile, due to this imbalance of men to women in the workforce overall.

As a Trust, we seek to promote and reward staff irrespective of gender and this is evidenced by the number of female staff in senior positions within Lime Trust - as at 31 March 2021, out of 38 senior posts across the organisation, 29 were held by women.

The Trust has taken the following steps to address the gender pay gap:

- We have introduced blind shortlisting to ensure no gender bias at this stage
- The Trust has inclusive policies, which support female staff, including wellbeing, flexible working, along with training to support career progression
- All vacancies are offered to internal candidates to support in-house promotion and progression for the mainly female workforce

Next steps:

The Trust will create an action plan detailing how we aim to further address the gender pay gap, in the predominantly female workforce within our schools.