

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 2020, 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 17.51% (previous year: 19.35%)

Median 10.58% (previous year: 18.33%)

Both the mean and the median figures have decreased since 2019, although there cannot be a true comparison, as the Trust has grown during that period, which impacts the figures.

The proportions of male and female employees in each quartile pay band ordered highest to lowest (Q4 to Q1) are as follows:

	Male No	Male %	Female No	Female %	Total no
Q4	27	18.88	116	81.12	143
Q3	21	14.69	122	85.31	143
Q2	19	13.29	124	86.71	143
Q1	8	5.63	134	94.37	142

Women make up 85.98% of the total workforce and 81.12% of quartile 4, compared to 13.13% of men within the workforce who make up 18.88% in quartile 4.

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 sex and gender and this is evidenced by the number of female staff in senior positions within Lime Trust - as at 31 March 2020, out of 33 senior posts across the organisation, 24 were held by woman.