

Gender Pay Gap Report – Lime Trust

Lime Trust consists of 8 schools, 4 special and 4 primary, in Peterborough 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 2022, 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 18.30% (previous year: 20.92%)

Median 13.1% (previous year: 10.61%)

You can see that the mean has decreased from the previous year, but the median figures have increased by a similar percentage slightly since 2021. Previously, the number of males was higher in quartile 4 and lower across quartiles 1-3.

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	28	20	121	80	149
Q3	17	12.08	132	87.92	149
Q2	17	10.53	131	89.47	148
Q1	14	9.27	134	90.73	148

Women make up 87.21% of the total workforce (a decrease of .42% on the previous year) and 80% of quartile 4 (increase of .59% on previous year), compared to 12.79% of men (increase on previous year) within the workforce who make up 20% in quartile 4 (decrease 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 - as at 31 March 2022, out of 44 senior posts across the organisation, 29 were held by woman.