

Gender Pay Gap Report – Lime Trust

Lime Trust consists of 8 schools, 4 special and 4 primary, across our Cambridgeshire and North East London Hubs. This Gender Pay Gap Report is based on the relevant data as at 31 March 2023 and covering all school and shared services 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 of 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 27% (previous year: 18.3%)

Median 12% (previous year: 13.1%)

You can see that the mean has increased from the previous year but the median figures have decreased by a small amount since 2022.

We have changed the way our Gender Pay Gap calculations are made, a change in our payroll system means we now have job specific contract information instead of employee only data. This means the calculations are far more accurate across the whole Trust but have created a large variance on previous figures. That being said, in the previous year the number of males was lower in quartile 1 and 2, this is driven by market availability for the senior jobs within schools which has had a high turnover within the year.

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	15	7	198	93	213
Q3	11	5.1	203	94.9	214
Q2	24	11.2	190	88.8	214
Q1	35	16.4	178	83.6	213

Women make up 90% of the total workforce (an increase of 2.79% on the previous year) and 90% of quartile 4 (increase of 10% on previous year). Compared to 10% of men (decrease on previous year) within the workforce who make up 7% in quartile 4 (decrease of 13% 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. Many of these jobs offer greater flexibility and the employees in these roles hold multiple contracts of lower quartile jobs as well. 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 2023, out of 44 senior posts across the organisation, 30 were held by woman.