**Gender Pay Gap Rationale**

Across 240 relevant staff employed on the snapshot date of 31st March 2024 with Lunesdale Learning Trust median pay is 43.44% higher for male staff. The mean pay is 11.18% higher for male staff.

This disparity is created by a large proportion of female staff employed in roles with pay rates in the upper middle, lower and lower middle quartiles. 76% of staff in roles attracting these quartile rates of pay are female. The overall percentage of staff who are female is 73%, with 62% of staff in the upper quartile being female.

Median pay by gender is therefore skewed by the high percentage of female staff overall; which equates to 73% of all staff.

Within each quartile of ranked hourly pay the average pay for male and female staff shows some variances:

|  |  |  |  |
| --- | --- | --- | --- |
|   |   | Mean Hourly Rate (£) | Pay Gap |
| Quartile | Female | Male | Female | Male | Difference (£) | Percentage |
| Upper | 62% | 38% | 46.88 | 41.40 | -5.48 | -13.24 |
| Upper Middle | 72% | 28% | 29.44 | 30.33 | 0.88 | 2.91 |
| Lower Middle | 75% | 25% | 15.26 | 14.20 | -1.05 | -7.40 |
| Lower | 82% | 18% | 10.80 | 10.89 | 0.09 | 0.79 |

In the upper percentile, the average pay of women exceeds the average pay of men by over 13% and in the lower middle percentile women are paid more than men by almost 7.5%.

In the upper middle percentile women are paid less than men by almost 3% but in the lower percentile the average pay for men is only approximately 0.8% higher.

There is no bonus pay to report and compare on for this establishment.