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## **Lydiat Learning Trust Gender Pay Gap Report 2024**

Lydiat Learning Trust is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

At the snapshot date of 31<sup>st</sup> March 2024, the Trust has 349 employees who count as full pay relevant employees (the definition used for reporting gender pay). There are 251 females (72%) and 98 males (28%).

**The results of the statutory calculations are:**

### **1. Mean Pay Gap**

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is 5.4%. This has increased from (0.7%) in Mar-23 and 5.1% in Mar-22.

### **2. Median Pay Gap**

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is 15.3%.

### **3. Mean and Median Bonus Pay Gap**

No bonuses were paid to any member of staff for the reporting period.

### **4. The Proportion of Males and Females in Each Quartile Pay Band**

**Mar-24**

		Total	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Number of Employees	Male	98	18	39	38	3
	Female	251	32	85	92	42
Percentage	Male	28%	36%	31%	29%	7%
	Female	72%	64%	69%	71%	93%

In all cases females represent the higher percentage.



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### Supporting Statement

Lydiat Learning Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development.

All our posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

The Gender Pay Gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up. The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

This information has been prepared from our payroll data on the snapshot date and fairly presents the Gender Pay Gap information for Lydiat Learning Trust.

The statement is signed by CEO and Accounting Officer and presented on the Trust website.

Signed:

Ann Stahler  
CEO and Accounting Officer