

LiFE Multi-Academy Trust Gender Pay Gap Report – March 2024

Introduction

LiFE Multi-Academy Trust, in compliance with the Equality Act 2010, is mandated to disclose its Gender Pay Gap within our workforce.

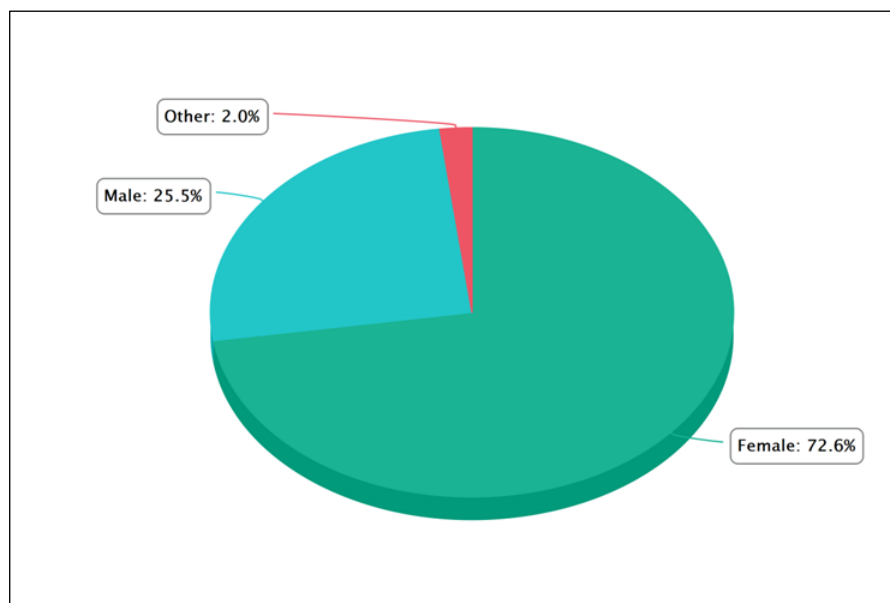
The gender pay gap gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

LiFE recognises how some individuals may identify differently and may not identify as set genders. For the purpose of this report, the Trust has used legal sex datasets as provided by our HR records.

This report is for the snapshot date of 31st March 2024.

Number of Employees

Total Number of Employees:	1514
Number of Female Employees:	1149
Number of Male Employees:	361



Proportion of Females and Males in each quartile pay band

The data shows the Trust's workforce divided into four quartiles based on hourly pay rates.

	Lower quartile	Lower Middle quartile	Upper Middle quartile	Upper quartile
Female (% females to all employees in each quartile)	79%	88%	77%	68%
Male (% males to all employees in each quartile)	21%	12%	23%	32%

How do we compare?

Mean: The most common pay gap range is 10-19.9 per cent | **Median:** The most common pay gap range is 20-29.9 per cent. (Employer Link, 2023)

Employers who operate both secondary and primary schools report a mean average of 18.78% and a median average of 30.2%, meaning our gender pay gap is still below the average of other multi-academy schools. (Employer Link, 2023)

Gender Pay Gap	LiFE Trust	Secondary & Primary multi academy schools (Employer Link, 2023)	National average for the school sector (XperHR,2023)
Mean GPG	9.1%	18.8%	17.9%
Median GPG	9.6%	30.2%	27.6%

Mean Gender Hourly Pay Gap

Mean Female Hourly Pay	£14.13
Mean Male Hourly Pay	£15.54
Mean Gender Hourly Pay Gap	9.1%

Median Gender Hourly Pay Gap

Median Female Hourly Pay	£12.38
Median Male Hourly Pay	£13.69
Median Gender Hourly Pay Gap	9.6%

The Mean and Median Gender Bonus Pay Gap

Since the Trust has not disbursed any bonus payments to its staff, there is no requirement to report on these categories.

What are the underlying causes of the Trust's gender pay gap?

LiFE Trust is an equal opportunities employer and is committed to the principle of equal treatment for all employees.

Working within both the public sector and specifically education, it is common for a high proportion of the workforce to be female.

The use of a structured pay system as set out in the Trust's Pay Policy ensures that staff are paid fairly for 'like work'. On this basis the gender pay gap does not stem from paying men and women differently for like work. It is likely that the Trust's gender pay gap arises from the roles and contract types that men and women have within the Trust. A large proportion of the lower paid and part time roles are carried out by women and this affects the number of hours worked per week, number of weeks worked each year and their average hourly salaries.

Our Actions

All roles within the Trust are advertised either externally or internally to provide equal opportunities for all and this continues to be strengthened with all of the Trust's recruitment being coordinated centrally. This also ensures that pay bandings particularly for support staff are being applied consistently across the Trust.

We are continuing to explore how our organisation can create a more even gender balance, encouraging gender neutral language across the recruitment process. We have a positive recruitment strategy of shortlisting any female who meets criteria of senior roles; if none of the shortlisted applications are from women, then the highest ranked woman should then be added to the shortlist.



We will use these tools to ensure that female colleagues are attracted to applying for senior roles within the organisation and that males may be attracted to working within the lower quartiles of the workforce to aim to remove stereotypes, although it is recognised that this is a challenge nationally.

We also continue to review recruitment and selection training which is provided to those who are part of the recruitment process across the Trust to ensure the gender pay gap is promoted and to support them in erasing bias from the process.

We have strengthened our Flexible Working offer to all staff across the Trust and we have appointed Women's Health Ambassadors in each school.

The Board of Trustees will review this data annually in line with statutory requirements and ensure that actions are in place to address the balance where it is possible to do so.

Methodology

Life Multi-Academy Trust has considered the guidance provided by the government in determining the gender pay gap. As a trust, we have always been committed to providing equitable and inclusive pay and conditions for all staff, and that continues to be the case.

When gender pay gap reporting became a requirement, trustees and trust operational staff carefully considered a methodology to accurately reflect an assessment of pay across different operational employees, taking into account different roles and functions. When considering qualified teaching staff, the ability to work out a specific hourly rate of pay, and therefore fulfil the obligations of evidence for the gender pay gap, was extremely difficult. This continues to be the case as teachers work different hours, early mornings, evenings, and weekends. Finding an average comparator that would be a comparator for those in other settings and other trusts would not be accurate.

Therefore, we have considered the methodology that has been previously employed. We have reviewed if that methodology should change in light of the latest guidance. The aspect of the guidance referred to is not mandatory and contains the ability for organizations to deviate if there is good reason to do so. In this scenario, we believe that there is good reason to do so and to maintain our previous methodology. This ensures there is consistency over previous datasets and analysis, it is a meaningful method of determining progress within our trust setting, and it does not impede the aims of the requirement.