

## Loughborough Schools Foundation - Gender Pay Gap Report (April 2018)

### What is gender pay gap reporting?

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require large employers (more than 250 employees) to publicly publish certain measures which outline differences in pay between male and female employees.

Data has been collected in respect of employees paid salary in the pay reference period in which the 5 April 2018 fell.

### How is this different from equal pay?

Unequal pay is the unlawful practice of paying men and women differently for performing the same or similar work or work of equal value.

### Overview

The overall mean gender pay gap based on hourly rates of pay was 20.35%.

The overall median gender pay gap based on hourly rates of pay was 30.93%.

The percentage of men receiving a bonus was 10.76% compared to 10.44% of women.

As a result the mean bonus gap was 10.34% and the median bonus rate gap was 39.06%.

The table shows the gender distribution across four equally sized pay quartiles:

Quartile	Women %	Men %
Upper (75-100%)	52.56	47.44
Upper Middle (50-75%)	66.03	33.97
Lower Middle (25-50%)	71.34	28.66
Lower (0-25%)	79.62	20.38

### Understanding the pay gap

LSF are pleased to note that the mean gender pay gap has closed by 1.62% and the median by 6.12%.

The Upper Quartile tells us we are close to gender pay parity, with a bias towards women. In the Upper Middle Quartile we have a healthy female representation.

Domestic and Catering positions are generally part-time (often to fit around childcare responsibilities), coupled with Nursery roles which are all traditionally female dominated and lower paid. This provides an explanation for the gap in mean and median figures and the Lower Middle and Lower Quartiles. The vast majority of applicants for these positions are female.

Employees who are employed in a Domestic role may qualify for a bonus payment on the basis of their attendance at work. Other bonus' are awarded based on performance.

Term time working is popular within our schools. Employees in non-teaching roles are paid for either 42 or 43 weeks per year, rather than 52 weeks. The data for GPGR is produced based on an hourly rate. Term time workers, although paid for 42/43 weeks of the year

receive their pay in 12 equal monthly instalments. LSF is conscious that its results should reflect a realistic hourly rate and therefore this group of employees have had their working hours in a week calculated by using an annual average of weekly working hours.

Salary sacrifice is utilised by employees for school fees, childcare vouchers and the cycle to work scheme, for varying amounts. This had an impact on the hourly rates used in the calculations.

In the Gender Pay Gap report published in April 2018, LSF pledged to produce and implement a Flexible Working Policy. This Policy has now been implemented and has been utilised by employees. LSF also pledged to produce and implement a training sponsorship policy and the Training and Study Policy was introduced. Employees have used the Policy to secure funds for courses and agree time off for study.

LSF has also reviewed and updated its career break policy making a career break a viable option for more staff.

LSF recognises that despite these efforts there remains a sizeable gender pay gap which we need to address. We are committed to providing equal pay for current and future employees as soon as is practical. In the next reporting period we will undertake further analysis and investigation to identify and change policies and practices that contribute to unequal pay and develop a robust equal pay action plan for the Foundation. In particular, our aim is to address areas of occupational segregation and improve transparency in pay decisions. We also plan to;

- Increase awareness of shared parental leave amongst employees through a formal internal communication plan.
- Offer advice, guidance and support to those mothers coming towards the end of their maternity leave and considering resigning from their employment. This will be delivered primarily via the HR department, however will also involve specific awareness training for line managers.
- Set up and maintain a database of staff who leave LSF's employment to take an extended career break for caring or other reasons so we can notify them of suitable opportunities when they are ready to get back into work.
- Produce a Remuneration Policy to ensure transparency which will explain to employees how decisions regarding pay are devolved, checks and balances in place and how pay reviews can be requested. The Foundation is committed to have this in place no later than the 1 September 2019.

LSF want to employ, develop and retain the best people. We are dedicated to the principles of equality in the workplace.

I confirm that the information provided is accurate.



Signed: (J W Doherty) Date: 29/03/18

Chief Operating Officer