

GENDER PAY GAP REPORT 2018

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. The snapshot date is 31 March 2017 and we are required to report within one year of this date.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

The results of the statutory calculations are shown below.

Hourly Rate	
Women's Hourly Rate is 27.09% lower <i>mean</i>	47.59% lower <i>median</i>
Pay Quartiles	
How many men and women are in each quartile of the employer's payroll	
Top Quartile 33.8% Men	66.2% Women
Upper Middle Quartile 7.4% Men	92.6% Women
Lower Middle Quartile 14.3% Men	85.7% Women
Lower Quartile 11.6% Men	88.4% Women
Bonus Pay 0% of men and 0% of women receive bonus pay	

The LPA workforce is 85% women and 15% men. This means that the lower middle and upper middle quartiles are representative of our workforce but women are over-represented in the lower quartile and under-represented in the top quartile.

The Gender Pay Gap reporting is a high level, non-adjusted indicator of men and women's earnings which is affected by workforce distribution and workforce make-up. We have also analysed the gender pay gap for different sectors of our workforce.

Hourly Rate by sector of workforce:

Teaching staff

Women's hourly rate is

12% lower *median*

1.2% lower *mean*

80.4% women

Associate staff

Women's hourly rate is

2.6% lower *median*

1.9% lower *mean*

89.4% women

We strive to ensure that women are represented proportionally in each pay quartile and to eliminate any gender pay gaps.