

LiFE Multi-Academy Trust

Gender Pay Gap Report – March 2023

Introduction

Life Multi-Academy Trust, in compliance with the Equality Act 2010, is mandated to disclose its Gender Pay Gap within our workforce. This report delineates the variance in pay between male and female employees across our Trust. It is imperative to note that this disparity is distinct from equal pay, which pertains to the difference in pay between male and female employees undertaking identical roles and responsibilities.

The data provided in this report offers a snapshot from the Trust's payroll, encompassing staff employed as of 31st March 2023. The outcomes of these obligatory calculations are outlined below:

Difference in the mean and median hourly rates of pay:

	Difference in the mean hourly pay (%)	Difference in the median hourly pay (%)
Pay gap. % difference male to female	10.02%	11.12%

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.

The Proportion of Male and Female employees in each Quartile Pay Band:

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Male (% males to all employees in each quartile)	31.9%	25.8%	10.9%	15.5%
Female (% females to all employees in each quartile)	68.1%	74.2%	89.1%	84.5%

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Trust statement on the gender pay gap report

Life Multi-Academy Trust upholds a staunch commitment to fostering equality of opportunity among all employees and advocates for the equitable treatment of staff regardless of gender. Our employment framework ensures that all positions adhere to agreed-upon pay scales, ensuring that men and women receive equitable compensation for comparable roles.

Since March 2021, the Trust has expanded and now comprises 6 secondary schools and 4 primary schools. Discrepancies in mean and median pay between male and female employees primarily stem from the composition of the workforce rather than inherent pay disparities. It is noteworthy that many lower-paid positions tend to attract a higher proportion of female applicants than male.

The Trust is dedicated to narrowing its gender pay gap. In order to do this the Trust has:

- an active Gender Equity Working Group; the action plan is available on the Trust's website
- developed the LiFE Positive Recruitment and Talent Management Strategy which:
 - job criteria are checked for gender biased language
 - actively encourages applications from women
 - ensures representation of women on shortlists
- developed the LiFE flexible working offer

In the past year the trust has seen the mean and the median pay gaps are continuing to narrow.

Chris Parkinson

Chief Executive Officer

Life Multi-Academy Trust