



# PAY DATA



## GENDER PAY GAP

MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
24.52%	42.15%



## PAY QUARTILES

The image across shows the gender distribution at Lighthouse Schools Partnership when colleagues are placed into four equally sized quartiles based on pay



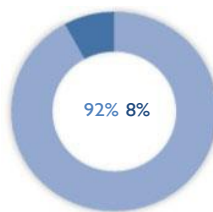
MALE

239

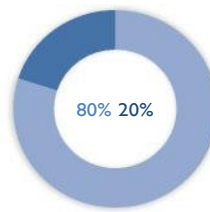


FEMALE

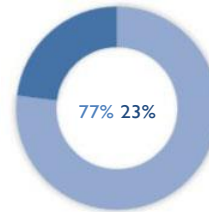
807



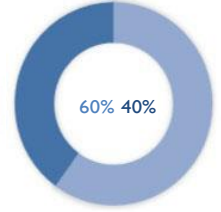
Quartile 1 (lower)



Quartile 2



Quartile 3



Quartile 4 (upper)

female	240	201	201	156
male	21	52	61	105

## A message from Gary Lewis, CEO of Lighthouse Schools Partnership

The data in this report reflects the position in March 2018, when the school was comprised of 11 schools, 5 of which had joined in the previous three months. 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. The report is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce makeup.

The LSP is committed to the promotion of equality of opportunity and operates as an equal opportunities employer, taking appropriate steps to ensure it does not discriminate in any way (as defined by the Equalities Act 2010, and any other relevant legislation) regarding a transparent recruitment process, performance management and employee career development opportunities.

As an employer, we are committed to the principles of paying men and women equally for undertaking the same work, regardless of their gender.

The workforce within LSP is predominantly female (77%). The key factor underlying this pay gap is that there are more women than men in support roles. We continue to review our practices to ensure that there is an absolute principle of equal pay and that we identify and eliminate conscious or unconscious bias in appointments.

I confirm that this information has been prepared from our payroll data on the snapshot date (31<sup>st</sup> March 2018) and fairly represents the Gender Pay Gap information for the Lighthouse Schools Partnership.

G J Lewis