



PAY DATA



GENDER PAY GAP

MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
25.48%	42.75%



PAY QUARTILES



MALE

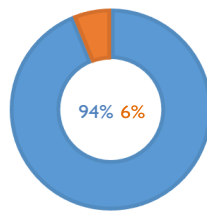
250



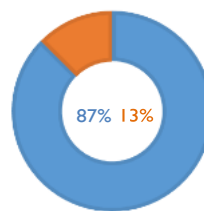
FEMALE

1,184

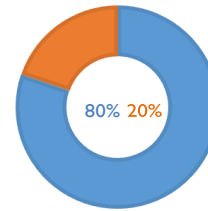
The image across shows the gender distribution at Lighthouse Schools Partnership when colleagues are placed into four equally sized quartiles based on pay



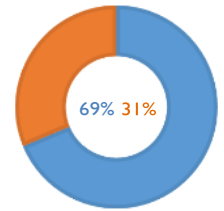
Quartile 1
(lower)



Quartile 2



Quartile 3



Quartile 4
(upper)

female	337	313	288	246
male	22	45	71	112

A message from Gary Lewis, CEO of Lighthouse Schools Partnership

The data in this report reflects the position in March 2019, when the school was comprised of 22 schools; 3 secondary schools and 19 primary schools. 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 (83%). 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 (31st March 2019) and fairly represents the Gender Pay Gap information for the Lighthouse Schools Partnership

G J Lewis