



Gender Pay Gap Report 2017

The Lighthouse Schools Partnership as an employer are 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. We are required to publish the results on our own website and a government website.

The effective date for reporting was 31st March 2017 at which point the trust consisted of Gordano School, High Down Schools, Portishead Primary School, St Mary's CE Primary School and St Peter's CE Primary School. At that time, the Trust had 456 Full Pay relevant Employees of which 94 were male and 362 were female.

The results for the statutory calculations are:

1. The Mean Gender Pay Gap - The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive: 21.97%. This shows that, overall, female employees receive lower pay than male employees.
2. The Median Gender Pay Gap - The difference between the median hourly rate of pay that male and female full-pay relevant employees receive: 43.96%. This shows that, typically, female employees receive lower pay than male employees.
3. The Mean Bonus Gender Pay Gap - This indicator is not applicable to Lighthouse Schools Partnership.
4. The Median Bonus Gender Pay Gap - This indicator is not applicable to Lighthouse Schools Partnership.
5. The proportion of males and females receiving a bonus payment - This indicator is not applicable to Lighthouse Schools Partnership.
6. The proportion of males and females in each quartile pay band:

| Quartile | Male | Female |
|-----------|------|--------|
| Upper | 29% | 71% |
| Upper Mid | 28% | 72% |
| Lower Mid | 19% | 81% |
| Lower | 5% | 95% |

Supporting Statement and Narrative

Lighthouse Schools Partnership operates as an equal opportunities employer, and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities.

Some large Gender Pay Gaps have been reported by Multi Academy Trusts. Our mean gap is not untypical for our sector but is nevertheless unacceptable. Our median gap shows the imbalance between male and female employees in the lower two quartiles (28 male to 200 female) which include posts such as teaching assistants, lunchtime/playground supervisors and administrators. Many of these posts are part-time. The majority of the LSP's upper quartile (71%) is made up of women, with 13 of our highest 20 earners being female.

The Board of Trustees will review our data in detail and will identify actions that can help in reducing the gender pay gap.

Gary Lewis
Chief Executive Officer