



## Gender Pay Gap Report April 2023

The Gender Pay Gap measures the difference between men and women's average earnings within an organisation, considering factors such as job roles, seniority, education, experience, and other relevant variables.

Loughborough Schools Foundation is required to report its Gender Pay Gap information as an employer of more than 250 employees. This reporting is in accordance with the Equality Act 2010 (Gender Pay Information) Regulations 2017 and aims to provide insights into potential disparities in earnings between genders within an organisation (the regulations focus on the male and female binary only).

It is important to note that undertaking this statutory reporting also aligns with our commitment to equality, diversity, and inclusion as outlined in our EDI Policy, and forms part of wider efforts to foster a more equitable workplace for all employees through transparency and accountability.

### **The LSF gender pay gap - key findings**

The overall mean gender pay gap based on hourly rates of pay was 16.01% favouring males. LSF is encouraged to announce that, in comparison to last year, there has been a reduction of 2.92% in the mean gender pay gap based on hourly rates of pay. The overall median gender pay gap based on hourly rates of pay was 32.27% with a bias to male employees. Again, this is encouraging as the median gender pay gap based on hourly rates has decreased by 4.5% compared to April 2022. However, it's essential to acknowledge that despite these improvements, a gender pay gap still exists, and we are not satisfied with its persistence due to our commitment to equality.

The percentage of men receiving a bonus in April 2023 was 2.59% compared to 0.89% of women, which compared to the previous year has reduced substantially from 6.33% and 7.68% respectively.

As a result the mean bonus gap was 66.38%, down from the previous year’s 85.40%. The median bonus rate gap is reported as 68.42% compared to a 0% in April 2022.

Quartile	Women%	Men%
Upper (75-100%)	56.10%	43.90%
Upper Middle (50-75%)	72.12%	27.88%
Lower Middle (25-50%)	75.15%	24.85%
Lower (0-25%)	80.61%	19.39%

Table 1: Gender distribution across four equally sized pay quartiles

### Understanding and explaining the LSF gender pay gap data

The gender pay gap, as indicated by the mean and median figures, can be attributed to several factors. Building on the findings from Table 1, one significant factor is likely to be gendered nature of part-time positions in domestic and catering roles within LSF, which are often taken up by individuals, primarily women, seeking flexibility to accommodate childcare responsibilities. This situation reflects and is shaped by broader societal norms and expectations regarding caregiving responsibilities, where women tend to bear a disproportionate burden.

Additionally, the lower pay associated with nursery roles, which are traditionally female dominated, likely contributes to the disparity in earnings observed in these quartiles. This reflects longstanding gender norms and biases within the UK job market<sup>1</sup>, where roles traditionally associated with women are undervalued and consequently remunerated at lower rates. Furthermore, the predominance of female applicants for these positions further perpetuates the gender imbalance within these lower-paid roles. That said, while the imbalance in applicant demographics suggests potential systemic barriers or biases that may deter male applicants or favour female candidates for certain roles, LSF must continue to strive for diversity and equal opportunity in its applicant pool roles at this level.

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<sup>1</sup> Evans, T. (2018). Understanding the gender pay gap in the UK. *Office for National Statistics*. Available online: [http://www.dawnbonfield.com/uploads/4/0/3/7/40379829/understanding\\_the\\_gender\\_pay\\_gap\\_in\\_the\\_uk\\_2017.pdf](http://www.dawnbonfield.com/uploads/4/0/3/7/40379829/understanding_the_gender_pay_gap_in_the_uk_2017.pdf)

The disparity in the percentage of men and women receiving bonuses, with 2.59% of men compared to only 0.89% of women receiving bonuses, and the substantial disparity in the mean and median bonus rate gaps, suggests there are issues within the organisation's bonus distribution system. Building on Table 1, one explanation for this gap could be the relative concentration of men in higher-paid and more senior positions within the organisation, where bonuses are more prevalent. Again, this situation would reflect broader trends in the UK workforce, where men are disproportionately represented in leadership roles and positions that offer greater opportunities for bonuses and incentives. Furthermore, there may be barriers or biases within our processes e.g., performance evaluations, promotion criteria, or allocation of bonus pools that hinder women's access to bonuses. These biases may result in women being overlooked for bonus eligibility or receiving smaller bonuses compared to their male counterparts, even when performing at similar levels.

### **LSF's response to our gender pay gap data**

The gender pay gap in the lower quartiles highlights systemic issues both within wider society and our organisation's pay structure and workforce dynamics. To achieve meaningful progress in closing this gap and fostering a more inclusive workplace, a comprehensive approach is necessary. LSF's approach in this area will be structured along the following themes and actions

#### **Challenge gender stereotypes:**

- Continue to provide unconscious bias training for staff, and ensuring this training has been completed by all hiring managers and decision-makers to mitigate the influence of gender stereotypes in recruitment and promotion processes.
- Encourage diverse representation in leadership roles e.g., by using Positive Action under the Equality Act 2010 to proactively recruit and promote qualified candidates from underrepresented gender groups.

#### **Promote flexible working arrangements:**

- Review LSF's flexible work schedules and remote work options, thus reducing the impact of traditional gender roles on career progression.
- Provide training and resources to staff, including managers, so we can become better as an organisation in understanding and utilising flexible working arrangements.

#### **Address biases in recruitment and remuneration practices**

- Continue to conduct regular audits of recruitment and promotion processes to identify and rectify any biases that may disadvantage certain protected groups (including gender).
- Ensure pay transparency by regularly reviewing and benchmarking salaries against industry standards to identify and rectify any gender-based pay disparities.

### **Support career progression**

- Develop a Future Leaders Programme to encourage growth and development within the organisation to enable employees to reach their full potential.

The gender disparity in bonus distribution highlights inequities within our organisation's reward systems and processes. To address this issue effectively and create a more inclusive workplace, LSF's approach in this area will be structured along the following themes and actions

### **Address biases in bonus allocation processes**

- Conduct regular reviews of bonus allocation processes to identify any biases that may disadvantage certain gender groups.
- Provide objective and transparent bonus criteria. For instance, base bonuses on measurable performance metrics rather than subjective assessments.

### **Training and development**

- Make unconscious bias training mandatory for managers and decision-makers involved in bonus allocation to raise awareness of unconscious biases and their impact on decision-making.

### **Foster a culture of inclusion and recognition**

- Recognize and reward inclusive leadership behaviours that promote diversity and equality within teams and the broader organisation.

**We confirm that the information provided is accurate.**

Signed:  (R Grant)

Joint Interim Chief Operating Officer

Signed:  (R Smeeton)

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