THE LOUGHBOROUGH Schools Foundation

Gender Pay Gap Report April 2024

Introduction

This report sets out the Gender Pay Gap for Loughborough Schools Foundation, explains the key causes of the gap and sets out our strategies to address it. Loughborough Schools Foundation is committed to fairness and equal treatment of all colleagues at work, and we therefore treat the gender pay gap very seriously. We recognise the value of this data; the insights it gives us into the female/male balance and the opportunity to challenge ourselves and build on our current good practice.

What is the Gender Pay Gap?

Gender Pay is not the same as Equal pay. Gender pay is a broad measure capturing the difference in average earnings between men and women regardless of the nature of their work. Equal pay means that men and women doing work of equal value, in terms of responsibilities undertaken, must be paid the same. The following shows the Gender Pay Gap at Loughborough Schools Foundation at the 'snapshot' date (5th April 2024). The gap is largely due to proportionately more women working in less senior and part time support roles. We are confident that we pay men and women the same for carrying out the same roles.

As an employer with over 250 employees, we have a statutory duty to submit the Gender Pay Report on our website and on the government's online reporting service.

The LSF gender pay gap - key findings

Who does this cover?

Our results are based on 637 relevant employees who were employed on the snapshot date of 5 April 2024. Full pay relevant employees are split: 178 men (28%) and 459 women (72%).

Gender Pay Gap

This table shows the mean and median percentage differences between the hourly rates paid to each gender.

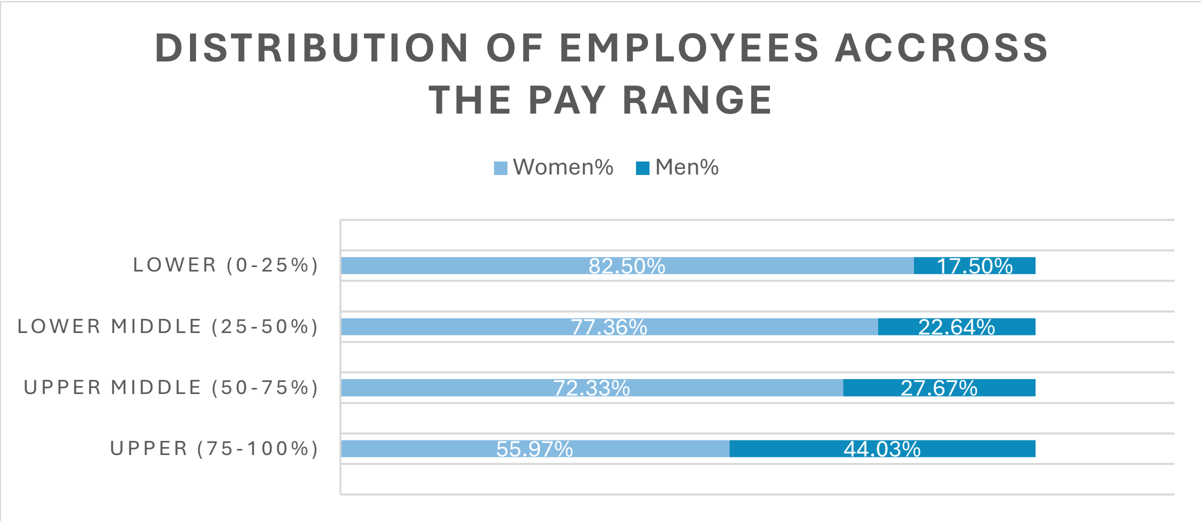
Pay Gap	2024		2023
Mean	18.22%	⬆	16.01%
Median	28.95%	⬇	32.27%

The mean gender pay gap represents the average percentage difference in earnings between men and women across the entire workforce. From 2023 to 2024, the mean gender pay gap increased by 2.21%, suggesting that, on average, men earned a higher percentage compared to women in 2024 than in the previous year.

The median gender pay gap, on the other hand, reflects the middle value in the distribution of earnings when sorted from lowest to highest. There was a 3.32% decrease in the median gender pay gap from 2023 to 2024, indicating that while the overall gender pay gap remains significant, the situation has improved for women relative to men during this period.

While we continue to strive for gender pay equality, these figures indicate that further action is necessary to close the gap.

The table below shows the gender distribution across four equally sized pay quartiles:



Our gender pay analysis highlights a disparity in pay distribution, with women making up 72% of our workforce but being disproportionately represented in the lower pay quartiles. While 44.03% of the upper quartile (highest pay group) is male, this percentage decreases significantly in the lower quartiles, where women make up as much as 82.50%.

A key factor influencing this trend is the gender distribution across roles, as the majority of our nursery staff, domestics, and catering employees are female. These roles, which traditionally fall into the lower pay quartiles, contribute to the overall gender pay gap.

Bonus Pay Analysis
As part of our commitment to transparency in gender pay reporting, we have analysed the distribution of bonus payments across our workforce. The data indicates that a slightly higher percentage of male employees received a bonus compared to female employees.

Bonus Pay Distribution:

- Male Employees: 4.10% (10 out of 244) received a bonus
- Female Employees: 3.42% (20 out of 585) received a bonus

While the difference in bonus distribution is relatively small, it is important to ensure that all employees have equal access to performance-based rewards. We will continue to review our bonus allocation processes to identify and address any potential biases, ensuring that bonuses are awarded fairly and transparently based on objective criteria.

LSF's response to our gender pay gap data

We recognise that our current gender pay gap is unacceptable, and we are fully committed to driving meaningful and lasting change. As an organisation, we will continue to analyse gender pay data regularly, using it as a critical tool to identify disparities and implement targeted interventions. Our goal is to ensure that all employees, regardless of gender, have equal access to opportunities, from apprenticeships to senior leadership positions.

To reduce the gender pay gap, we are implementing the following key initiatives:

- **Pay Transparency:**

  We will publish salary ranges for all open roles and conduct regular pay audits to identify and address gender-based pay disparities. This ensures fairness and accountability in our compensation structure.

- **Inclusive Recruitment Practices:**

  We are strengthening our recruitment processes by adopting gender-blind hiring practices and using diverse interview panels to reduce unconscious bias.

- **Flexible Working Options:**

  We proactively support flexible working arrangements where operationally feasible, supporting employees in balancing work and personal responsibilities. This helps retain experienced talent and encourages a more diverse leadership pipeline.

- **Enhanced Parental Leave Policies:**

  We will continue to facilitate and encourage the uptake of our parental leave entitlements for both mothers and fathers, fostering a culture of shared childcare responsibilities.

- **Addressing Biases in Bonus Allocation:**

  We will conduct regular reviews of bonus allocation processes to identify any biases that may disadvantage certain gender groups. Objective and transparent bonus criteria will be established, ensuring that bonuses are based on measurable performance metrics rather than subjective assessments.

We understand that addressing the gender pay gap requires continuous effort and accountability. By embedding these strategies into our policies and culture, we aim to create a truly inclusive workplace where all employees can thrive.

We confirm that the information provided is accurate.

David Goodacre

Bursar