

Gender Pay Gap Report April 2025

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.

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.

Who does this cover?

Our results are based on 722 relevant employees who were employed on the snapshot date of 5 April 2025. Full pay relevant employees are split: 220 men (30.47%) and 502 women (69.53%).

Key findings

Gender Pay Gap

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

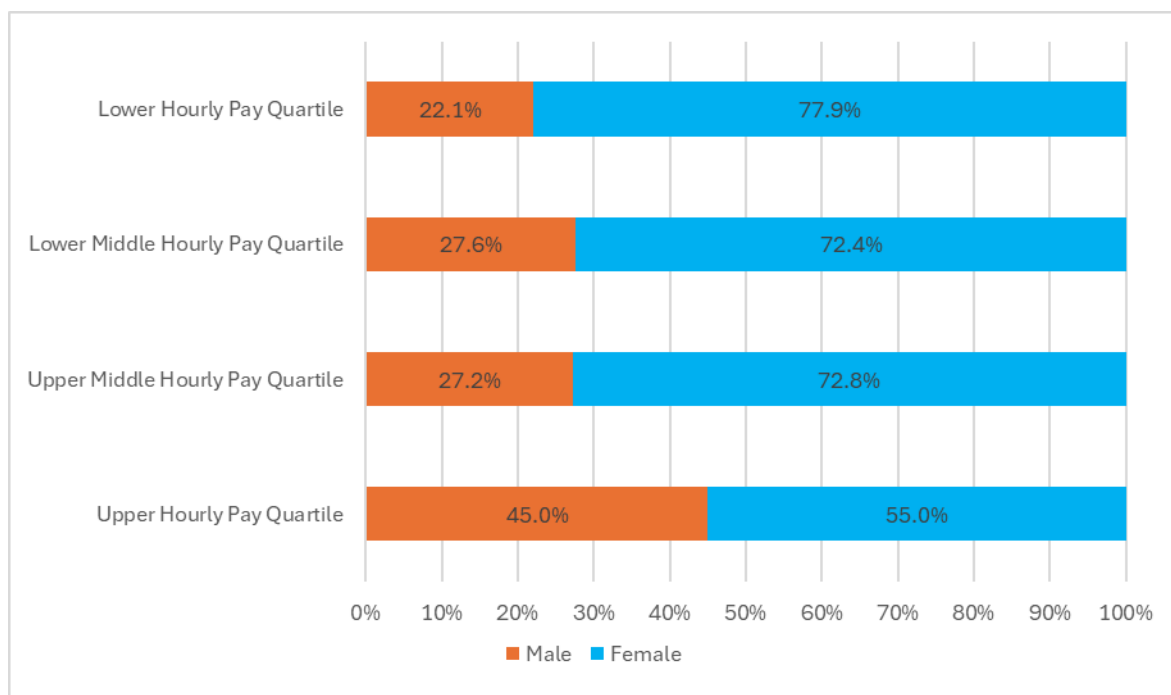
Pay Gap	2025	2024	2023
Mean	18.7%	18.2%	16%
Median	30.9%	29%	32.2%

The mean gender pay gap represents the average percentage difference in earnings between men and women across the entire workforce. From 2024 to 2025, the mean gender pay gap increased by 0.5%, suggesting that, on average, men earned a higher percentage compared to women in 2025 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 1.9% increase in the median gender pay gap from 2024 to 2025. 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 equivalent sized pay quartiles:

Distribution of Employees Across the Pay Range



Our gender pay analysis shows an imbalance in how men and women are distributed across pay quartiles. Women represent a greater share of the workforce overall, yet they are concentrated in the lower pay quartiles. In the upper hourly pay quartile, 55.0% are women and 45.0% are men. This proportion shifts further in the lower quartiles, where women make up as much as 77.9% of the lower hourly pay quartile.

There is a gender pay gap in both teaching and support staff which is far more pronounced in support staff. 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

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 the same percentage of male employees received a bonus compared to female employees, although bonus payments are extremely rare for both men and women in the Foundation.

Bonus Pay Distribution:

- Male Employees: 1.8% (4 out of 220) received a bonus
- Female Employees: 1.8% (9 out of 502) received a bonus

Bonus Pay Analysis

While the difference in bonus distribution is relatively small, the difference in bonus value may identify a greater disparity, however the small sample size is inconclusive. This is an area that we will monitor year on year to ensure that there is no bias over a larger sample group.

LSF's response to the gender pay gap data

We know our current gender pay gap is unacceptable. While 2024/25 was a challenging year with significant changes for our Foundation, we are fully committed to creating lasting change. We have updated our internal systems and are confident that we now have the right tools in place to make real progress in closing the pay gap.

We have greatly improved our ability to analyse gender pay data, which is now a crucial tool for identifying disparities and implementing specific solutions. Our goal is to ensure everyone has equal opportunities, from apprenticeships to senior leadership.

Our plans to reduce the gender pay gap include:

- **Inclusive Hiring:** We are strengthening our hiring process with gender-blind practices and diverse interview panels to reduce unconscious bias. Having longer shortlists will also help increase gender diversity.
- **Improve Flexible Working:** We will proactively offer flexible work options wherever possible, through advertising and offering all jobs as having flexible working options. We will encourage men to work flexibly, so that it is not seen as a female benefit. This helps employees balance their work and personal lives, retains experienced talent, and promotes more diverse teams.
- **Encourage Shared Parental Leave:** We will continue to support and encourage all parents, both mothers and fathers, to take their full parental leave or take Shared Parental Leave. This helps create a culture where childcare responsibilities are shared.
- **Fair Bonus Allocation:** The payment of bonuses will continue to only be paid in exceptional circumstances and are not intended to become part of our normal pay structure. Where exceptional bonuses are to be considered they will be based on objective, measurable performance metrics, not subjective judgements, and will be reviewed in the content of potential conscious or unconscious bias to ensure fairness.

We understand that closing the gender pay gap requires continuous effort and accountability. By making these strategies a core part of our policies and culture, we are building a truly inclusive workplace where all employees can succeed.

We confirm that the information provided is accurate.

Signed:



David Goodacre
Bursar