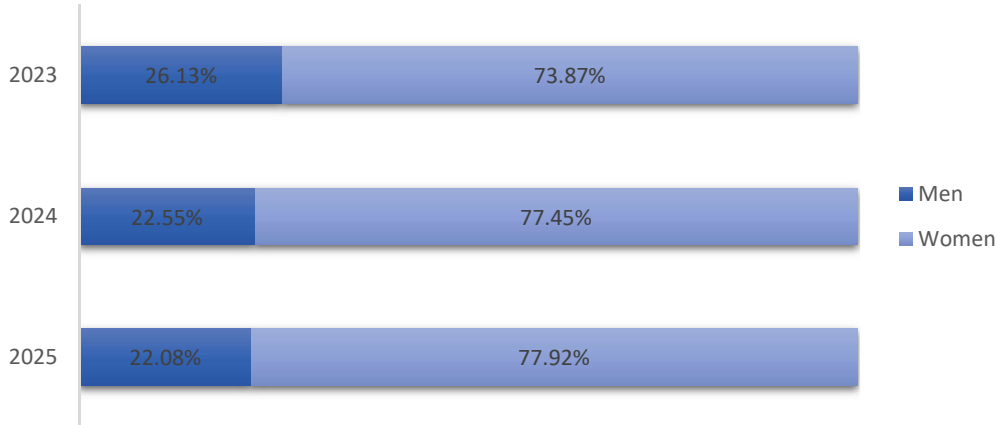




**Gender Pay Gap Reporting - Snapshot As At 31 March 2025**

**Overall Gender Split of UoLAT Employees**



**Mean and Median Figures**

	2025	2024	2023
Hourly rate mean gender pay gap	21.04%	20.58%	20.83%
Hourly rate median gender pay gap	36.04%	39.21%	36.63%
Mean bonus gender gap	---%	---%	---%
Median bonus gender gap	---%	---%	---%
Proportion of male employees receiving a bonus	---%	---%	---%
Proportion of female employees receiving a bonus	---%	---%	---%

**Trust Pay Quartiles**

		2025	2024	2023
Lower quartile	Female	89.21%	88.11%	87.83%
	Male	10.79%	11.89%	12.17%
Lower middle quartile	Female	89.21%	88.81%	81.03%
	Male	10.79%	11.19%	18.97%
Upper middle quartile	Female	70.50%	70.63%	65.52%
	Male	29.50%	29.37%	34.48%
Upper quartile	Female	62.86%	62.24%	61.21%
	Male	37.14%	37.76%	38.79%

## **Pay Structures**

The Trust uses pay scales for teachers that are aligned to the government's School Teachers' Pay and Conditions Document, which is reviewed on an annual basis. The Trust uses pay scales for support staff that are set by Lincolnshire County Council.

## **Gender Pay Gap Comparison**

The Trust has seen a decrease in the median gender pay gap and partially attributable to the increase in the proportion of females in the upper quartile. Whilst this is heading in a more favourable direction, work will continue to ensure the Trust remains an ethical employer.

In keeping with the educational sector as a whole, there are more women than men employed in the lower quartiles, such as lunchtime supervisors in the primary sector and cleaners, and due to this, the gap is more apparent within support staff than teaching staff.

## **Supporting Equality**

The Trust remains committed to acting on closing the gender pay gap and recognise that scope to act may be limited in certain circumstances.

The Trust 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 development and career development opportunities.

The Trust are committed to ensuring all posts are consistently graded in line with job valuation processes irrespective of gender. The Trust are committed to Equality, Diversity and Inclusion values that ensure all stakeholders feel respected and valued with a continued drive to challenge the historic gender pay gap imbalance in the education sector.

## **Supporting Statement**

I, Stuart Anderson, the Chief Executive Officer of University of Lincoln Academy Trust, confirm that the above information has been prepared from the Trust's payroll data on the snapshot date required and fairly presents the required Gender Pay Gap information.



Stuart Anderson