



L.E.A.D. Academy Trust

Gender Pay



L.E.A.D. Academy Trust
Lead • Empower • Achieve • Drive

L.E.A.D. Academy Trust ('the Trust') operates within the education sector and is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 31st March 2025. The Trust also reports on a voluntary basis for L.E.A.D. Services Ltd.

At the point of data capture, the Trust consists of 24 primary and three secondary academies along with a central services team. A large proportion of the workforce originally joined the Trust under the Transfer of Undertakings and Protection of Employment (TUPE) process. The Trust adheres to national pay scales for both teachers and support staff.

Reporting is required on the following requirements:

| | L.E.A.D. Academy Trust* | L.E.A.D. Services Ltd** |
|-----------------------------|-------------------------|-------------------------|
| Mean gender pay gap | 20.2% | -5.8% |
| Median gender pay gap | 36.3% | 1.6 |
| Mean bonus gender pay gap | Nil | Nil |
| Median bonus gender pay gap | Nil | Nil |

**85% of the workforce is female*

***49.3% of the workforce is female*

Pay Quartiles by Gender for L.E.A.D. Academy Trust

| Band | Males | Females | Description |
|------|-------|---------|---|
| A | 5.7% | 94.3% | Includes all employees whose standard hourly rate places them at or below the lower quartile |
| B | 9.7% | 90.3% | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median |
| C | 21.4% | 78.6% | Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile |
| D | 21.9% | 78.1% | Includes all employees whose standard hourly rate places them above the upper quartile |

Pay Quartiles by Gender for L.E.A.D. Services Ltd.

| Band | Males | Females | Description |
|------|-------|---------|---|
| A | 22.2% | 77.8% | Includes all employees whose standard hourly rate places them at or below the lower quartile |
| B | 77.8% | 22.2% | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median |
| C | 77.8% | 22.2% | Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile |
| D | 25% | 75% | Includes all employees whose standard hourly rate places them above the upper quartile |

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Supporting Narrative

Under the law, men and women must receive equal pay for:

- The same or broadly similar work;
- Work rated as equivalent under a job evaluation scheme;
- Work of equal value.

The Trust is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. The Trust has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- Maintains nationally recognised pay scales for teachers and support staff
- Evaluates job roles and pay grades as necessary to ensure a fair structure.

The Trust is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles pay.

Although the Trust operates within both the public and private sector, the Trust predominantly operates in education where it is common for a higher-than-average proportion of the workforce to be female.



The Trust is committed to monitoring this data on an ongoing basis as growth and change within the Trust may alter the data. It is recognised that under TUPE processes, the Trust has no control over the staffing complement where academies join the Trust therefore as growth occurs the data is likely to be impacted by this. However, over time, the number of those remaining on TUPE contracts reduces through internal movement into new roles and promotions which aligns staff to evaluated and standardised rates of pay.