



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

GENDER PAY

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 2026 reporting cycle. 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	23.8%	-8.8%
Median gender pay gap	36.4%	6.3%
Mean bonus gender pay gap	Nil	Nil
Median bonus gender pay gap	Nil	Nil

*85.5% of the full-pay relevant workforce is female

**43.2% of the full-pay relevant workforce is female

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

Band	Males	Females	Description
A - Lower	4.4%	95.6%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B - Lower middle	10.4%	89.6%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C - Upper middle	20.3%	79.7%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D - Upper	23.1%	76.9%	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 - Lower	54.5%	45.5%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B - Lower middle	36.4%	63.6%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C - Upper middle	90.9%	9.1%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D - Upper	45.5%	54.5%	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.

2026 Headline Analysis

The Trust continues to have a material gender pay gap, driven by workforce distribution across role types and pay quartiles rather than unequal pay for the same or equivalent work. L.E.A.D. Services shows a negative mean pay gap but a positive median gap, which should be monitored because quartile distribution is more volatile in a smaller, non-reportable workforce.

For L.E.A.D. Academy Trust, the mean gender pay gap has increased from 20.2% to 23.8%. The median gap has remained broadly static, moving from 36.3% to 36.4%. This indicates that the overall distribution of women and men across pay levels remains the central issue, with a particularly high concentration of women in the lower quartile and lower-middle quartile.

The Trust workforce remains predominantly female at 85.5% female and 14.5% male. However, female representation is highest in the lower quartile at 95.6% and lower-middle quartile at 89.6%, reducing to 76.9% in the upper quartile. This pattern is consistent with a gender pay gap caused by occupational segregation across education roles: support staff, catering, cleaning, administration and term-time-only roles are more likely to sit in lower-paid bands, while leadership and specialist roles are more likely to sit in higher-paid quartiles.

For L.E.A.D. Services Ltd., the mean gender pay gap is -8.8%, which means that, on average, women's hourly pay is higher than men's. The median gap is 6.3%, indicating that the midpoint of men's hourly pay remains above the midpoint of women's hourly pay. The quartile profile is more mixed: women are 54.5% of the upper quartile but only 9.1% of the upper-middle quartile, while men are 90.9% of the upper-middle quartile.

There were no bonus payments reported for either the Trust or L.E.A.D. Services Ltd., therefore the bonus gender pay gap remains nil.