



L.E.A.D. Academy Trust

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Gender Pay Gap Report

The L.E.A.D. Academy Trust is required by law to publish an annual gender pay gap report and operates within the education sector. The group structure of companies included within this report is as follows:

- L.E.A.D. Academy Trust (parent company)
- L.E.A.D. Multi Academy Trust (subsidiary)
- L.E.A.D. Services (subsidiary)

As at the data capture points the Trust consists of 16 primary academies and 2 secondary academies with a female workforce equating to 85% of all employees. The workforce has predominantly joined under the TUPE process.

Key Gender Pay Reporting Requirements

	L.E.A.D. Academy Trust	L.E.A.D. Multi Academy Trust	L.E.A.D. Services
Mean gender pay gap	31.2%	32.3%	(51%)
Median gender pay gap	43.1%	43.7%	(77%)
Mean gender bonus gap	Nil	Nil	Nil
Median gender bonus gap	Nil	Nil	Nil

Pay quartiles by gender for the L.E.A.D. Academy Trust

Band	Males	Females	Description
A	3%	97%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	10%	90%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	20%	80%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	26%	74%	Includes all employees whose standard hourly rate places them above the upper quartile

Pay quartiles by gender for the L.E.A.D. Multi Academy Trust

Band	Males	Females	Description
A	2%	98%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	11%	89%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	20%	80%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	26%	74%	Includes all employees whose standard hourly rate places them above the upper quartile

Pay quartiles by gender for the L.E.A.D. Services

Band	Males	Females	Description
A	100%	0%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	0%	100%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	67%	33%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	0%	100%	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; or
- 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. It 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 scale 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 Trust and the salaries that these roles attract.

The Trust operates within both the public sector and specifically education, it is common for a high proportion of the workforce to be female.

The Trust will monitor this data on an ongoing basis as growth and change within the Trust may alter the data by the next reporting date. It is recognised that under TUPE processes the Trust has no control over the staffing complement where academies join the Trust.

This initial report and its data provides a baseline for the Trust to compare to in future years to identify any trends and whether or not the actions identified above are having an impact