



## L.E.A.D. Academy Trust

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

- L.E.A.D. Academy Trust (parent company)
- L.E.A.D. Services (subsidiary – voluntary submission)

This is its report for the snapshot date of 31<sup>st</sup> March 2018.

As at the point of data capture, the Trust consists of 22 primary and 3 secondary academies. The workforce has predominantly joined under the TUPE process. The Trust adheres to national pay scales for both teachers and support staff; pro-rata for part time workers.

Reporting is required on the following requirements:

	L.E.A.D. Academy Trust	L.E.A.D. Services
Mean gender pay gap	34%	-1.8%
Median gender pay gap	54%	0.8%
Mean bonus gender pay gap	Nil	Nil
Median bonus gender pay gap	Nil	Nil

Pay quartiles by gender for 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	11%	89%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
C	14%	86%	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.

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

Band	Males	Females	Description
A	75%	25%	Includes all employees whose standard hourly rate places them at or below the lower quartile.
B	33%	67%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
C	33%	67%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
D	50%	50%	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 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 attract.

The Trust operates within both the public and private sectors and specifically 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.

This second year of reporting will be used to analyse changes from the prior year to identify trends and actions where required, however a number of key points can be identified from this submission:

- The mean gender pay gap has increased on the prior year suggesting that women are on average being paid more than men. This is supported by an increase in the median pay gap figures.
- Figures suggest that in the quartile bands C and D for L.E.A.D. Academy Trust, the number of women being paid at these higher scales has increased.
- Additionally, the number of women being paid in the lowest quartile has reduced from the prior year.

### **What is the Trust doing to review its gender pay gap?**

As stated, due to education sector demographics, it is usual to find that there are more women working within the sector than men. Rates of pay are fixed nationally therefore there is little control over setting of these, however the Trust is conscious to ensure both men and women are being treated fairly and equitably in all areas of the business. The Trust is seeking to research and conduct further analysis on gender and diversity across its academies on a number of grounds to identify any barriers to gender equality and inform priorities for action. The introduction of a new HR system will allow the Trust to better monitor and analyse diversity statistics in a number of areas including:

- the proportions of men and women applying for jobs and being recruited;
- the proportions of men and women leaving the organisation and their reasons for leaving;
- the numbers of men and women in each role and pay band;
- take-up of flexible working arrangements by gender and level within the organisation;
- job evaluation process being undertaken to ensure fair and reasonable pay across all levels of the organisation.