



## 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 2019.

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	30.1%	-5%
Median gender pay gap	48.8%	-2%
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	7%	93%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	9%	91%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	19%	81%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	27%	73%	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	80%	20%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	50%	50%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	25%	75%	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 third year of reporting will be used to analyse changes from 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 reduced slightly from prior year suggesting that women are still on average being paid more than men however this has reduced slightly. This is supported by similar change in the median pay gaps figures
- Figures suggest that in quartile band A, there is an increase in the number of men in this category compared to prior year
- In quartile B, there is an increase in the number of females in this group suggesting that female pay has increased slightly
- Figures suggest that in quartiles C and D, more males are now included in these groups than prior years however these are still heavily female oriented

Comparing to last years report, the median pay gap has reduced from 54.3% to 48.8% showing that more females are employed in higher paid roles. The gap therefore between pay rates between men and women is reducing.

Whilst this is showing a reduction, from analysis of the pay gaps within the Trust, it is clear that a large proportion of lower paid jobs are undertaken by female staff. This includes cleaners, lunchtime supervisors and catering staff. These are typically part time workers who undertake one or more contracts with employers. These roles do not typically attract male workers however this is an area of focus moving forwards.

### **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 newly implemented HR system which is currently being rolled out across the Trust will allow for more effectively 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.

There is still further work to be done in these areas for a greater depth analysis across all areas of the Trust however this is being more closely monitored to ensure that attempts are being made to close this gap.