



Gender Pay Gap Report 2022

Leigh Academies Trust, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to demonstrate how large the pay gap is between our male and female employees.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

At the time of the survey (31st March 2022), Leigh Academies Trust employed 2728 employees, 2098 female (77.9%) and 630 male (23.12%).

The results of these statutory calculations are as follows:

1. Mean Pay Gap

The difference between the mean hourly rate of pay that male and female full pay relevant employees receive is **13.2%**. This shows that, overall, female employees receive lower pay than male employees, however, we believe this is primarily due to the composition of our workforce rather than any equal pay issues between staff performing roles of equal value.

2. Median Pay Gap

The difference between the median hourly rate of pay that male and female full pay relevant employees receive is **15.9%**. This shows that, overall, female employees receive lower pay than male employees which, as outlined above we believe is due to the composition of our workforce.

3. Mean Bonus Gap

In the year preceding the snapshot date of 31st March 2021 the mean bonus gender pay gap was **7.3%**. This shows that, overall male employees received a slightly larger bonus payment than female employees. Whilst this is a change from last year when female staff received a larger bonus payment it is a relatively small change that is likely driven by individual performance and not gender related.

3. Median Bonus Gap

The median bonus gender pay gap was **0%**. This shows that, when the median is calculated there was no difference in the bonus received. This remains unchanged from last year.

4. The Proportion of males and females receiving a bonus payment

The proportion of male staff that received a bonus from the total number of relevant male employees is 5.8% The proportion of female staff that received a bonus from the total number of relevant female employees is 2%.

5. The Proportion of males and females in each Quartile Pay Band

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
22.9% Male 77.1% Female	29.6% Male 70.4% Female	24.2% Male 75.8% Female	40.8% Male 59.2% Female

This data shows that Leigh Academies Trust has a much higher proportion of women in all quartiles which is consistent with the education sector as a whole.

Analysis of Gender Pay Gap Data

The Trust's mean gender pay gap has increased slightly to 13.2% in March 2022 from 11.7% in March 2021 and its median gender pay gap has increased slightly to 15.9% in March 2022 from 15.1% in March 2021.

Analysis shows that the principal reason for the remaining mean gender gap is the proportion of male and female staff employed at different grades and on different pay scales (i.e. teaching and non teaching payscales).

Although there are more women (2728) than men (630) in the Trust, there continues to be a trend that proportionally more women occupy the lower paid posts within the Trust.

Impact of LAT's Pay policy on Gender Pay Gap

The significant majority of staff employed by the Trust are paid on pay ranges of several scale points to enable pay progression based on performance. This system of progression leads to differences in pay that arise in any or a combination of the following ways that are not gender related:

- Pay portability from previous organisations and negotiation of salaries on commencement of employment
- Salaries are intrinsically linked to length of service by virtue of annual increments
- Award of pay progression in excess of one pay point for exceptional performance (e.g. "double jumping"). This creates differences in pay based on one leader's view of an employee's performance compared to another.
- Differential national pay awards for Teaching and Support staff also affect pay differentials

Conclusions

The Gender Pay Gap data in this report is an indicator of the roles female employees have in the Trust in relation to male employees. It does not tell the full story of whether gender pay inequalities exist within the Trust, in terms of discriminatory treatment. It should be noted that the gender pay gap is not the same as the provision of equal pay for work of equal value.

Male and Female employees are paid the same for like work (subject to any genuine material factors). However, in order to monitor whether there are any pay inequalities we must supplement this gender pay gap data with a wider evidence base using other information sources to establish whether any bias exists:

- Recruitment proportions of men and women (applications, appointments, internal/external applicants)
- Reviews of starting salaries and pay ranges in similar roles in the Trust
- Pay progression rates for males and females in equivalent roles
- The proportion of women and men who return to work after maternity/paternity/adoption leave to resume their original roles

Leigh Academies Trust continues to recognise that the promotion of equality of opportunity in the workplace is an essential aspect of running a successful organisation and is in line with our core value that we care about our staff and how they are treated.

Leigh Academies Trust proactively supports the fair treatment of all staff irrespective of gender (or any other protected characteristic) through our transparent recruitment processes, pay policy and approach to professional development.

Teaching staff continue to be paid in a way that is aligned to the School Teachers' Pay and Conditions Document, which is reviewed on an annual basis and ensures that teachers are paid based on their experience and performance and not because of their gender.

Support Staff are aligned to the pay scales either set by the National Joint Council for Local Government Services or via the Trust's own scale both of which allow for progression regardless of gender.

The majority of employees in the Trust are female (77.9%), this is in line with many other academy Trusts and schools in general and this proportion of female staff is also represented at senior leader level.

The Gender Pay Gap is a high level, non adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up. It should therefore be used cautiously to draw any conclusions about how men and women are treated within the organisation.

Leigh Academies Trust supports our employees with a number of family friendly policies and is continually looking for ways to drive equality across the Trust.

It is the view of the Trust that our remaining gender pay gap primarily reflects workforce composition rather than the pay inequalities between men and women doing work of equal value.

I confirm that the above information has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay information for Leigh Academies Trust.

A handwritten signature in black ink that reads "Simon Beamish". The signature is written in a cursive, flowing style.

Simon Beamish
Chief Executive