



Gender Pay Gap Report 2023

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 2023), Leigh Academies Trust employed 3259 employees, 2490 female (76.4%) and 769 male (23.6%).

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 **11.1%**. This shows that, overall, female employees receive lower pay than male employees. This percentage has decreased since last year which we believe is due to larger increases at the bottom of our pay scales which has closed the gap generally between pay points. The remaining difference is likely still to be 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 **13.8%**. 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 2023 the mean bonus gender pay gap was **-18.21%**. This shows that, overall, female employees received a larger bonus payment than male employees.

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 6.2% The proportion of female staff that received a bonus from the total number of relevant female employees is 2.3%.

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

Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
24.2% Male 75.8% Female	31.2% Male 68.8% Female	29% Male 71% Female	39.2% Male 60.8% 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 Mean Pay Gap has been observed at 11.1%, reflecting a slight reduction from the previous year's figure of 13.2%. This decrease is indicative of the Trust's ongoing efforts to address wage disparities, focusing on elevating the pay scales at the lower end, thereby benefiting a larger fraction of our predominantly female workforce. It's pertinent to note that this gap is more reflective of the structural composition of our workforce rather than discrepancies in pay for similar roles.

The Median Pay Gap stands at 13.8%, down from 15.9% the previous year, reinforcing the trend towards a narrowing gender pay disparity. This metric, representing the midpoint in the wage distribution, underscores the persistent challenge of achieving gender parity in earnings, primarily influenced by the roles and grades occupied by male and female staff.

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 Trust's continued efforts to diminish the gender pay gap are starting to have an impact, as evidenced by the narrowing disparities in both mean and median pay gaps. These achievements underscore our commitment to fostering an equitable workplace. Nonetheless, the data also shows persistent structural challenges, notably the gender distribution across different pay scales and roles within the organisation.

To continue our progress, the Trust is committed to:

- **Enhancing Transparency:** Further deepening our analysis of the gender pay gap, ensuring all stakeholders are informed and engaged in our equality initiatives.
- **Strategic Recruitment and Progression:** Implementing targeted recruitment and career progression strategies to promote gender diversity across all levels, especially in higher pay quartiles where male representation is disproportionately high.
- **Reviewing Compensation Frameworks:** Continuously reviewing and adjusting our compensation structures to ensure fairness and equity in pay and bonus distributions.

Leigh Academies Trust remains dedicated to its mission of delivering "education for a better world," which includes upholding the values of equality and diversity within our workforce. We recognise the intrinsic value of every employee and are committed to ensuring that our practices reflect this belief, as we strive towards closing the gender pay gap further.

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 style with a long horizontal stroke at the end.

Simon Beamish
Chief Executive