

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 2024), Leigh Academies Trust employed 3,420 employees, 2,612 female (76.4%) and 808 male (23.6%).

The results of these statutory calculations are as follows:

1. Mean Pay Gap

The mean pay gap remains at 11.12%, unchanged from the previous year. This stability reflects the Trust's continued application of consistent pay policies across roles and career stages. All pay scales were uplifted to reflect cost of living increases, with the highest proportional increases applied to the lowest pay points to reflect the rise in the National Minimum Wage and maintain appropriate gaps between the pay points.

This has particularly benefited our support staff workforce, which is predominantly female, helping to maintain parity in average hourly pay. However, the mean gap continues to be influenced by the workforce structure, with a proportion of higher pay leadership roles still more commonly held by men.

2. Median Pay Gap

This has increased from 13.8% to 19%. The change is driven by the shift in the distribution of roles held by female colleagues, with a greater concentration in the lower middle pay quartile. This is reflective of the composition of our workforce.

3. Mean Bonus Gap

This figure has reduced from 17.16% last year to 15.84% this year. It is reflective of the increased scrutiny over bonus distribution and the application of a more consistent framework for this type of award. Although the gap has narrowed, it is still influenced by the distribution of eligible roles and will remain an area of focus as to we continue to refine our recognition processes.

4. Median Bonus Gap

This remains at 0.0% which is unchanged from last year. This reflects the equal median bonus values awarded to men and women, supporting the fairness and transparency of the Trust's approach to discretionary pay.

5. The Proportion of Men and Women receiving a bonus

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%.

6. The Proportion of Men and Women in Each Pay Quartile

Quartile	% Female	% Male
Upper	60.17%	39.83%
Upper Middle	65.01%	34.99%
Lower Middle	76.10%	23.90%
Lower	59.67%	40.33%

Women continue to represent the majority of the Trust's workforce across all quartiles. Their high representation in the lower middle pay band continues to influence the median gender pay gap. However, it is also encouraging to see women making up 60% of staff in the upper quartile, indicating female leadership at more senior levels.

7. Analysis of Gender Pay Gap Data

This year's data shows a stable mean pay gap and further reduction in the mean bonus gap, offset by an increase in the median hourly pay gap. These trends confirm the continuing influence of workforce distribution, especially the prevalence of part-time and support roles held by women.

We are encouraged by the reduction in the bonus gap and the maintained parity in median bonus values. These reflect the positive impact of the Trust's consistent approach to recognition and reward. At the same time, we recognise that greater attention is needed to improve gender balance in career progression and representation across leadership tiers.

8. Impact of LAT's Pay Policy on Gender Pay Gap

The vast majority of staff employed by Leigh Academies Trust are paid on structured salary ranges, designed to support equitable pay progression based on performance and experience. These scales provide clarity and fairness, while also enabling the Trust to reward sustained contribution and development.

Differences in pay may arise for a variety of legitimate reasons that are not linked to gender. These include:

- Pay portability from previous employers and individual salary negotiations on appointment
- Annual pay progression linked to the length of service within a pay band
- Accelerated progression in recognition of exceptional performance (commonly known as "double-jumping")
- Differing national pay awards for teaching and support staff groups

These pay mechanisms are applied equitably, but can still lead to average differences in pay where certain groups are more concentrated in specific types of roles. Our gender pay gap therefore reflects the composition of our workforce rather than unequal pay for the same work. The Trust remains committed to reviewing these patterns and taking action to support greater balance and access across all levels and job types.

9. Conclusion

This year's report presents a mixed picture. We are encouraged by the continued stability of our mean hourly pay gap and by the significant improvement in our mean bonus gap, which has reduced to its lowest recorded level. These indicators suggest that our ongoing work to strengthen pay governance, transparency, and fairness is delivering meaningful results.

At the same time, the increase in our median gender pay gap to 19% reinforces the continued challenge of workforce composition. Women remain overrepresented in lower-paid, often part-time roles, and underrepresented in some senior posts, despite comprising the majority of the Trust's workforce overall. This reflects sector-wide patterns in education, but one that we are actively seeking to address.

To support continued progress, Leigh Academies Trust will:

- Encourage and support career progression at all levels
- Create flexible pathways into leadership and management roles
- Review recruitment, reward and recognition processes to ensure equitable access and application
- Monitor pay data and progression patterns to identify and address any emerging barriers.

Our aim remains clear: to ensure every colleague, regardless of gender, has fair access to opportunity, reward and progression. We will continue to act on our data, listen to our workforce, and uphold our values of equity and inclusion in every aspect of our work.