

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 2025), Leigh Academies Trust employed 3,389 employees, 2,580 female (76.1%) and 809 male (23.9%).

The results of these statutory calculations are as follows:

1. Mean Pay Gap

The mean pay gap has increased from 11.12% in 2024 to 13.67% in 2025.

The mean pay gap reflects the average hourly rate of pay across all male and female employees. The increase this year reflects the distribution of roles across the workforce rather than changes to pay policy or pay practice.

During the reporting period, all pay scales were uplifted, with the highest proportional increases applied to the lowest pay points to reflect the rise in the National Minimum Wage and maintain appropriate differentials between pay points. These increases particularly support lower paid roles, which are predominantly undertaken by women. These increases particularly support lower paid roles, where women represent a significant proportion of the workforce. However, the overall average continues to be influenced by workforce composition, with men proportionally more represented in a number of higher paid leadership and specialist roles.

2. Median Pay Gap

The median pay gap has increased slightly from 19.0% in 2024 to 19.35% in 2025.

The median figure represents the midpoint of the hourly pay distribution. The comparatively small increase suggests that the overall distribution of men and women across the pay range has remained broadly stable, although women continue to be more highly represented in lower paid roles. This reflects the composition of the workforce rather than unequal pay for comparable roles.

3. Mean Bonus Gap

The mean bonus gap has reduced from 15.84% last year to 9.55% this year.

This reflects changes in the value and distribution of bonus payments made during the reporting period. While the gap has not been eliminated, the reduction suggests greater consistency in bonus outcomes and reflects continued scrutiny over the application of discretionary awards.

4. Median Bonus Gap

The median bonus gap remains at 0.0%, unchanged from the previous year. This reflects equal median bonus values awarded to men and women and supports 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 who received a bonus from the total number of relevant male employees is 8.65%. The proportion of female staff who received a bonus from the total number of relevant female employees is 3.91%.

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

Quartile	% Female	% Male
Upper	61.8%	38.2%
Upper Middle	67.6%	32.4%
Lower Middle	74.7%	25.3%
Lower	83.6%	17.4%

Women continue to represent the majority of the Trust's workforce across all pay quartiles. Compared with the previous reporting year there has been a modest increase in the proportion of women in the upper and upper middle quartiles and a more pronounced increase in the lower quartile. This reflects changes in the distribution of roles across the workforce during the reporting period. While women remain strongly represented in the upper quartile, their increased concentration within the lowest pay quartile continues to influence the overall gender pay gap.

7. Analysis of Gender Pay Gap Data

This year's data shows a modest increase in both the mean and median hourly pay gap, alongside a notable reduction in the mean bonus gap. These trends reflect the continuing influence of workforce distribution, particularly the concentration of women in support and operational roles, many of which are lower paid or part-time.

The overall gender balance of the workforce has remained broadly consistent with the previous year. The change in the pay gap is therefore not the result of a significant shift in workforce gender composition, but rather the continued distribution of men and women across different role types and pay levels.

The reduction in the mean bonus gap and the maintained parity in median bonus values are encouraging indicators that the Trust's governance of discretionary payments continues to support fairness and transparency.

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 salary ranges provide clarity and consistency across roles.

Differences in average pay may arise for reasons that are unrelated to gender. These include:

- Pay portability from previous employers and salary on appointment
- Annual pay progression linked to length of service within a pay band
- Accelerated progression in recognition of exceptional performance
- Differing national pay awards for teaching and support staff groups

These mechanisms are applied equitably across the Trust. The gender pay gap identified in this report reflects the composition of the workforce rather than unequal pay for the same work.

9. Conclusion

This year's report shows a modest increase in both the mean and median hourly pay gaps alongside a reduction in the mean bonus gap. These results continue to reflect the distribution of roles across the organisation and the composition of the Trust's workforce.

The overall gender balance of the workforce has remained broadly consistent with the previous year. The changes in the pay gap therefore reflect the distribution of roles and progression patterns across the workforce rather than differences in pay for comparable roles.

Analysis of published UK Gender Pay Gap data for multi academy trusts indicates an average mean pay gap of approximately 21 percent and an average median pay gap of approximately 33 percent across the sector. Leigh Academies Trust's mean pay gap of 13.67 percent and median pay gap of 19.35 percent are therefore below these sector averages. While sector comparisons provide useful context, gender pay gap figures are strongly influenced by workforce composition and role distribution within individual organisations.

Leigh Academies Trust remains committed to maintaining fair and transparent pay practices and to ensuring that men and women undertaking the same roles are paid equally.

To support continued progress, the Trust will continue to:

- Encourage and support career progression at all levels across the organisation
- Promote 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. Every colleague should have fair access to opportunity, reward and progression regardless of gender. The Trust will continue to review workforce data, listen to colleagues and ensure that equality and inclusion remain embedded within our people practices.

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.



Simon Beamish
Chief Executive