



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 31st March 2020.

As at the point of data capture, the Trust consists of 22 primary and 3 secondary academies along with a central services team. 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	22.4%	-13.10%
Median gender pay gap	32.2%	-6.1%
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	15%	85%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	16%	84%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	15%	85%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	15%	85%	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	50%	50%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	43%	57%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	50%	50%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	43%	57%	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.

Figures from prior year as a comparison appear to show a positive trend of reduction in both the median and the mean pay gaps however, this is attributed to a more robust and improved system of

data analysis. Using new reporting systems provided by the Trust payroll service, this has allowed for an improved picture of the true gender pay position.

Some highlights from the data analysis show:

- 84.91% of the Trust workforce is female and 15.09% is male
- Across the Trust, in the first three quartiles men are paid more than women however in the upper quartile, women are earning on average more than men. This is due to the demographics that we have more female senior leaders than male.
- Some of these differences are resulting from the types of roles in each quartile. For example, in the lowest quartile, this would typically include apprentices, midday supervisors and cleaners who are predominantly female. Moving into quartile two and three, this would include roles such as Site Managers and middle leadership which may be more male dominated
- The November 2019 reported national average gender pay gap in the Education sector was 25.9% however the Trust currently stands at 22.4% therefore whilst there is still work to be done on movement towards closing this gap, we are reporting a better than national average position
- It should also be noted that a large number of staff are currently employed in part time roles due to carer responsibilities which will impact on their average earnings. There are a very limited number of part time male staff across the Trust.
- National research suggests that in secondary schools, 62% of Headteachers are male whereas within the Trust, we have 100% female Secondary Headteachers.
- Comparing the Trust with other reporting Academy Trusts within similar geographical areas, the mean gap ranges from 20.0% to 30.1% therefore the Trust standing at 22.4% falls within a comparative range with other similar sized employers in the sector.

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 Trust recently implemented a new HR system which allows for greater analysis of the staff demographics and increases the data capture on the areas for consideration. With recent changes within the HR team, there will be greater focus on data analysis in preparation for the next reporting year including monitoring statistics around:

- 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.

Additional analysis of the data available is ongoing to identify any further opportunities across the Trust to continue to impact on closing any remaining gaps.