



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. IT Services (subsidiary – voluntary submission)

This is its report for the snapshot date of 31st March 2021.

As at the point of data capture, the Trust consists of 22 primary and 3 secondary academies along with a central services team. A large proportion of the workforce joined the Trust predominantly under the TUPE process however over time, this is changing to be new starters and changes in contractual positions. 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	24.10%	10.4%
Median gender pay gap	36.9%	5.8%
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	18.3%	81.7%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	18.5%	81.5%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	18.7%	81.3%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile

Pay quartiles by Gender for L.E.A.D. Academy Trust

Band	Males	Females	Description
D	18.9%	81.1%	Includes all employees whose standard hourly rate places them above the upper quartile

Pay quartiles by Gender for L.E.A.D. IT Services

Band	Males	Females	Description
A	50%	50%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	40%	60%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	40%	60%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	50%	50%	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.

Since last reporting, the Trust has undertaken further work with the payroll provider to enhance the accuracy of data being reported. This has resulted in more efficient processes and a greater confidence in reporting ability.

There have also been changes within the Trust in relation to organisational structures and a number of those who were previously sat within the voluntary reporting function have now moved across to the Trust. This impacts on the proportion of individuals across the quartiles within this area.

Some highlights from the data analysis show:

- 83.53% of the Trust workforce is female and 16.47% is male. This is an increase in the proportion of male employees from prior year
- Across the Trust, the quartiles are heavily female dominated but this is across all levels with females in quarter D still being a higher proportion than male, this is due to a higher proportion of females in Senior Leadership roles
- The lower paid roles are typically apprentices which are on the whole female however data is showing that more male apprentices are joining the workforce typically in teaching assistant roles
- In addition, whereas typically roles such as midday supervisors were all female, more males are taking up these positions across the Trust
- 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, 64% of Headteachers are male whereas within the Trust, we have 100% female Secondary Headteachers.
- Also comparing to national statistics, 26% of the education workforce are male whereas the Trust only has 16.5% of the workforce as male. This is also a reflection of the Trust having majority primary education academies which are typically female dominated.

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.

Future work on HR systems such as consideration of a recruitment and applicant tracking module to support onboarding processes would be able to analyse further trends not only on successful candidates but also candidate profiling. This is not an immediate process as the HR system overall is being replaced however longer term planning will allow further development in this area.

In addition, the Trust HR team are undertaking greater training in areas of recruitment, selection and general leadership including reviewing unconscious bias to highlight where this may impact on appointment processes and therefore overall gender balance.