

Gender Pay Gap Report 2017

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 2017), Leigh Academies Trust employed 1734 employees, 1364 female (78.7%) and 370 male (21.3%).

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 **11.0%**. This shows that, overall, female employees receive lower pay than male employees, however, we believe this is primarily 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 **15.0%**. 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. For comparison we are below the national average gender pay gap which is currently reported as **18.4%** (Office of National Statistics 2017 Annual Survey of Hours and Earning).

3. Mean Bonus Gap

In the year preceding the snapshot date of 31st March 2017 the mean bonus gender pay gap for was **2.6%**. This shows that, overall female employees received a slightly smaller bonus payment than male employees.

3. Median Bonus Gap

The median bonus gender pay gap for was **0%**. This shows that, when the median is calculated both males and females get the same amount of bonus.

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 8.6% 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
22.5% Male 77.5% Female	32.8% Male 67.2% Female	25.5% Male 74.5% Female	36.7% Male 63.3% 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.

Supporting Statement

Leigh Academies Trust recognises that the promotion of equality of opportunity in the workplace is an essential aspect of running a successful organisation and is in line with our core value that we care about our staff and how they are treated.

Leigh Academies Trust proactively supports the fair treatment of all staff irrespective of gender (or any other protected characteristic) through our transparent recruitment processes, pay policy and approach to professional development.

It should be noted that the gender pay gap is not the same as the provision of equal pay for work of equal value. Male and Female employees are paid the same for like work (subject to any genuine material factors)

Teaching staff are paid in a way that is aligned to the School Teachers' Pay and Conditions Document, which is reviewed on an annual basis and ensures that teachers are paid based on their experience and performance and not because of their gender.

Support Staff are aligned to the pay scales either set by the National Joint Council for Local Government Services or via the Trust's own scale both of which allow for progression regardless of gender.

The majority of employees in the Trust are female (78.7%), this is in line with many other academy Trust and schools in general and this proportion of female staff is also represented at senior leader level.

The Gender Pay Gap is a high level, non adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up. It should therefore be used cautiously to draw any conclusions about how men and women are treated within the organisation.

Leigh Academies Trust supports our employees with a number of family friendly HR Policies and we are committed to moving beyond statutory minimums to help staff be able to balance their family lives with their careers.

It is the view of the Trust that our gender pay gap is less than others in the education sector and the remaining gap primarily reflects workforce composition rather than the pay inequalities between men and women doing work of equal value.

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
Leigh Academies Trust