



Leodis  
Academies  
Trust

# **Gender Pay Gap Report as at 31 March 2025**

**Blackgates Primary Academy  
East Ardsley Primary Academy  
Hill Top Primary Academy  
Westerton Primary Academy  
Woodkirk Academy  
Leodis Central Team**

## 1. Introduction and purpose

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. Gender pay gap reporting is a legal requirement for employers with a headcount of 250 or more on the 'snapshot date' which must comply with regulations on gender pay gap reporting.

Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the 'snapshot date'. This date is 31 March for public authority employers such as Leodis.

Leodis Academies Trust follows the national bodies for both teachers and support staff pay, meaning we have pay transparency that meets robust public scrutiny. Our recruitment processes anonymise applications at the point of shortlisting, so the panel are unable to identify the gender of an applicant, also, we ensure that we treat male and female applicants for all roles equally in relation to pay upon appointment, the role is advertised a specific rate or range and this is what level the successful applicant is appointed at. The Trust introduced a job evaluation scheme in summer 2022 and all new and replacement support staff roles are evaluated before going out for advert. Teaching roles follow School Teacher Pay and Conditions.

Whilst only required to publish comparison with local and national data, Leodis Academies Trust see this as an opportunity to go beyond statutory requirements and publish our action plan in response to the gender pay gap.

This report is an important tool for highlighting the issues in relation to the gender pay gap within Leodis Academies Trust – both for our Trust Board and also for our staff. The Trust Board, through local governance, control the resources that will help us narrow the gap but also it is important that the Board has scrutiny over what we are doing to close the gap. It is also important to us that we share this with our staff so that we can listen to their feedback and ideas to help narrow the gap.

## 2. Employee numbers

On the snapshot date for the Gender Pay Gap Report, the split of employees was as follows. These numbers are what the data is based upon.

Females continue to represent the majority of the workforce and male representation has decreased slightly from 2024.

Total number of employees	395
Number of female employees	321
Number of male employees	73

### 3. Our data

#### Mean Gender Hourly Pay Gap

		Trend from last reporting period
Mean Female Hourly Pay	£22.05	   
Mean Male Hourly Pay	£28.00	
Mean Gender Hourly Pay Gap	21.3%	

#### Median Gender Hourly Pay Gap

		Trend from last reporting period
Median Female Hourly Pay	£20.61	   
Median Male Hourly Pay	£29.13	
Median Gender Hourly Pay Gap	29.3%	

Mean and median difference between male and female bonuses	No bonuses paid
Proportion of females and males who received bonuses	No bonuses paid

#### Pay Quartiles

Quartile	Female	Trend from last reporting period	Male	Trend from last reporting period
Upper: 75-100% of full-pay relevant employees	73%		27%	
Upper middle: 50-75% of full-pay relevant employees	76%		24%	
Lower middle: 25-50% of full-pay relevant employees	81%		19%	
Lower: 0-25% of full-pay relevant employees	95%		5%	

#### **4. Factors influencing the data**

Several structural and sector-specific factors influence the 2025 pay gap. The Trust continues to employ a significant number of female staff in lower paid support roles such as Teaching Assistants, Lunchtime Supervisors and Catering Assistants. These roles fall into the lower pay quartiles and, given the predominance of female staff in these positions, they have a measurable effect on both mean and median hourly rates of pay.

Working patterns also play a role, with a greater proportion of female staff working part time. Part-time roles are more common in the lower quartiles and can influence average pay. In addition, primary-phase staffing – where salaries are typically lower – continues to make up a significant part of the Trust's workforce.

Local labour market factors such as the Leeds Living Wage also narrow the pay range at the lower end of the scale, influencing overall averages.

#### **5. Actions taken so far**

Maintained transparent pay structures aligned to National Pay Frameworks for Teachers and NJC for Support Staff.

Ensured Pay Progression and Maternity Related Pay are not adversely affected by career breaks.

Implemented anonymised recruitment processes and skill-based assessment to reduce conscious or unconscious bias.

Continued to provide careers guidance encouraging girls to explore a wider range of career pathways, including male dominated sectors.

Reviewed Pay Policy annually to ensure transparency and fairness.

Increase in the number of apprenticeships that are offered and completed to help promote progression for staff.

Careful monitoring of Flexible Working applications to ensure fairness.

#### **6. Future Actions**

Continue reviewing recruitment, remuneration and development processes.

Increase access to CPD and leadership development, particularly for women with caring responsibilities.

Continue tracking internal promotions, returners from parental leave and associated retention patterns.

## **7. Conclusion**

While the Trust has continued to make progress in areas such as reducing the median pay gap, work remains to address disparities in high-paid quartiles to ensure long term gender balance across all role types. Leodis Academies Trust remains committed to creating an inclusive and equitable working environment and will continue taking positive action to narrow the gap.