



## Gender Pay Gap Report at 31 March 2019

Gender Pay Gap Reporting is the legal obligation under the Equality Act 2010 which requires an employer with more than 250 employees to publish data regarding the hourly pay of men and women in the organisation. The data in this document is produced in line with the specific reporting criteria laid out in legislation.

Gender Pay Gap reporting is not the same as Equal Pay. Leodis Academies Trust operates a fair and transparent pay and grading system, by which all roles are paid. Our recruitment processes ensure that we treat male and female applicants for all roles equally.

The Gender Pay Gap reporting calculations for the Trust is based on 467 full pay relevant employees<sup>1</sup>. Results are as follows:

% mean difference between male and female hourly pay	28.4%
% median difference between male and female hourly pay	34%
Mean and median difference between male and female bonuses	No bonuses paid
Proportion of men and women who received bonuses	No bonuses paid

The average median difference in the Education sector overall in 2018 was 26.2% and average mean for that period was 17.6%<sup>2</sup>

### Pay Quartiles

Pay quartiles	Number in quartile	Number of men	% men	Number of women	% women
A (lower quartile)	117	4	4.7	113	95.3
B (lower middle quartile)	116	11	12.9	105	87.1
C (upper middle quartile)	117	27	31.6	90	68.4
D (upper quartile)	117	38	44.5	79	55.5

<sup>1</sup> Employees who received full pay at the snapshot date of 31 March 2019

<sup>2</sup> ONS 2018

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearnings/ashegenderpaygaptables>

This shows that the Trust has a higher proportion of women than men in all quartiles, but proportionally more in the lower and lower middle quartiles.

### Factors influencing the data

- The single biggest factor influencing the data is the number of teaching assistants and lunchtime assistants, catering staff and cleaning staff employed directly by the Trust. A significant proportion of these groups of staff are women. All of these posts fall into the lower and lower middle quartiles. The hourly rate for these roles impacts on the average hourly rate (mean and median) for the Trust.
- The Leeds Living Wage was adopted by the Trust on 1 April 2017. The minimum wage is now £8.75 per hour. Further planned increases will positively affect the data in future years as it will reduce the difference in hourly rate between the lowest paid employees and other staff.
- There are 13 non-full pay relevant employees<sup>3</sup> who are not included in the data. 6 are female teachers. Had they been on full pay and included in the data, they would have fallen into upper middle and upper quartiles. This would have increased the number of females in the higher bands and the average hourly rates for females overall.

### Further analysis by Pay Scale

Analysing Gender Pay Gap by pay scale (i.e. Teaching, Leadership and Support staff) shows the mean and median differences by job group:

	Mean Pay Gap	Median Pay Gap
Teaching staff	7%	0%
Support staff	13.4%	17.5%
Leadership team <sup>4</sup>	-3%	7%

When the analysis is broken down by groups of staff and compared against the national average pay gap of 17.3%<sup>5</sup>, this shows the Trust performs well against average. The Trust also compares favourably against national statistics for teaching staff, which show that the Gender Pay Gap for Teachers nationally is 7.5%<sup>6</sup>

Overall, the figures for Leodis Academies Trust support national findings that the Gender Pay Gap is higher in Education sector than the average nationally due to the role mix within schools.<sup>7</sup>

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<sup>3</sup> Employees who were not receiving full pay at 31 March 2019 (for example due to sickness or maternity leave)

<sup>4</sup> Leadership includes all on the Leadership Scale across the Trust

<sup>5</sup> Office for National Statistics 2017 Annual Survey of Hours and Earnings 2019

<sup>6</sup> Office for National Statistics Gender Pay Gap reporting by sector 2018

<sup>7</sup> Government Equalities Office information 2018

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