



## Gender Pay Gap Report March 2018

Gender Pay Gap Reporting is a new 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 405 full pay relevant employees<sup>1</sup>. Results are as follows:

% mean difference between male and female hourly pay	28.2%
% median difference between male and female hourly pay	43%
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 mean difference in the Education sector 26.3%<sup>2</sup>

Pay quartiles	Number in quartile	Number of men	Number of women
A (lower quartile)	101	7 (7%)	94 (93%)
B (lower middle quartile)	102	12 (11.8%)	90 (88.2%)
C (upper middle quartile)	101	29 (28.7%)	72 (71.3%)
D (upper quartile)	101	38 (37.6%)	63 (62.4%)

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.

<sup>1</sup> Employees who received full pay at the snapshot date of 31 March 2017

<sup>2</sup> Office for National Statistics 2017 Annual Survey of Hours and Earnings

### 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 for the Trust.
- The Leeds Living Wage was adopted by the Trust on 1 April 2017. This increase is not reflected in the results as the data reported is at 31 March 2017. The minimum wage is now £8.25 per hour and 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 12 non-full pay relevant employees<sup>3</sup> who are not included in the data. All are female. Had they been on full pay and included in the data, 10 of the females 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	13.45% higher for men	6.55% higher for men
Support staff	13.54% higher for men	14.34% higher for men
Leadership team	7.95% higher for women	1.21% higher for women

When the analysis is broken down by groups of staff and compared against the national average mean pay gap of 18.1%<sup>4</sup>, this shows the Trust performs well against average.

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>5</sup>



DR S A ROSE

CHAIR OF TRUSTEES

<sup>3</sup> Employees who were not receiving full pay at 31 March 2017 (for example due to sickness or maternity leave)

<sup>4</sup> Office for National Statistics 2017 Annual Survey of Hours and Earnings

<sup>5</sup> Government Equalities Office information 2018