

LEARNING ACADEMIES TRUST GENDER PAY GAP REPORT

Reporting year: 2023/24



LEARNING
ACADEMIES TRUST

SNAPSHOT DATE: 31st March 2024

Percentage of men and women in each hourly pay quartile:

	Quartile 1 (Lower)	Quartile 2 (Lower Middle)	Quartile 3 (Upper Middle)	Quartile 4 (Upper)
Men % males to all employees in each quartile	6.3%	4.3%	17.3%	16.4%
Women % females to all employees in each quartile	93.7%	95.7%	82.7%	83.6%

At the Learning Academies Trust, the majority of our workforce is female. This is not isolated to us as a Trust but typical of the primary education workforce demographic.

Difference in mean and median hourly rates of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference men to women	21.1%	28%

Mean gender pay gap using hourly pay

- This means that men at the Learning Academies Trust are paid 21.1% more than women which is an increase in pay gap from our last Gender Pay Gap Report in 2022/23 of 5.6%.
- For every £1 a man earns, a woman will earn 78.9p, again showing a pay decrease from last year's figures (84.5p)

Median gender pay gap using hourly pay

- This means that men at the Learning Academies Trust are paid 28% more than women.
- For every £1 a man earns, a woman will earn 72p, once again, a decrease from last year's figures, widening the pay gap.

Percentage of men and women who received bonus pay

	Proportion receiving a bonus
Male employees % paid a bonus compared to all male employees	0%
Female employees % paid a bonus compared to all female employees	0%

SUPPORTING NARRATIVE

As a primary academy trust the majority of our workforce is made up of female workers (86.9%). The gender pay gap analysis shows that when the mean and median of all male and female hourly rates are compared, the value for male employees is greater than that for female employees, indicating male workers are holding the higher paid jobs.

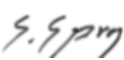
On the basis that the gender pay gap has widened since the last report, we now need to take a more active approach to bridge the gap.

We will continue to work on our strategy to actively recruit more male employees to address the imbalance, whilst encouraging female employees to apply for senior/leadership roles. We will continue existing good practice which takes a fair and consistent approach to pay and grading and ensure that our job roles are widely advertised job with no gender bias.

For the new academic year starting in September 2025, we will be removing performance related pay for all staff as there is no evidence to suggest it boosts performance. Couple that with a fresh approach to flexible working within education, once these are embedded, it should start to impact the gender pay gap.

SUPPORTING STATEMENT

I can confirm that the information published here is accurate.

Signature: 

Date: Tuesday 11th March 2025

Position: CEO, Learning Academies Trust