Leading Learners Multi Academy Trust Gender Pay Gap Report

Leading Learners Multi Academy Trust (LLMAT) in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is required to publish information to indicate the extent of any pay gap between its male and female employees. This is different to equal pay.

LLMAT is an equal opportunity employer, committed to the elimination of discrimination throughout its fair and transparent recruitment process; pay policies and professional development. LLMAT's employment practices are frequently reviewed to ensure that individuals are recruited on the basis of their experience and abilities. The Trust welcomes job applicants of all ages, cultures and backgrounds.

We consult with Trade Unions on our pay policy. Men and women who carry out the same job, or work of equal value are paid on the same pay band. The overall gender pay gap therefore reflects workforce composition rather than pay inequalities.

Our schools at the snapshot date included:

- Carrwood Primary School
- Worth Valley Primary School
- Reevy Hill Primary School, Bradford
- Woodside Academy
- Tyldesley Primary School
- Mendell Primary School
- Manor Primary School
- Overchurch Junior School
- Sandbrook Primary School

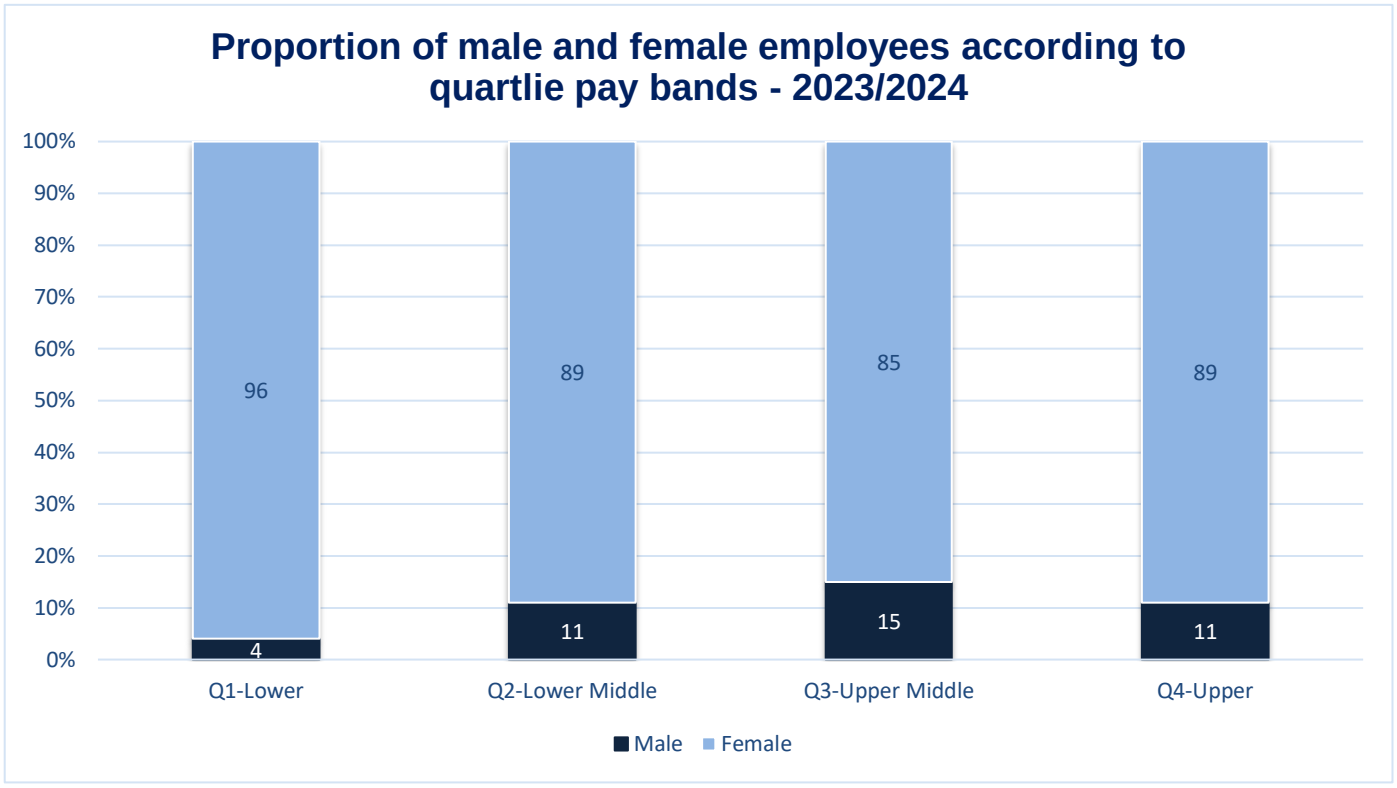
Difference in mean and median hourly rate of pay

The 'mean' rate of pay refers to the difference between **average** men's and women's hourly earnings.

The 'median' rate of pay refers to the difference between **the midpoints** in the ranges of men's and women's hourly earnings (i.e. when these are ranked in order, the median wage would be the one with exactly half the data above it and half below it).

Difference Between Male and Female Employees		
	31/03/2023	**31/03/2024**
Mean	19.46%	14.00%
Median	0.24%	10%

No bonuses were paid to staff in the reporting period.



Supporting Details

Leading Learners Multi Academy Trust (LLMAT) follows the School Teachers' Pay and Conditions Document for setting teachers' pay and the National Joint Council (NJC) for Local Government Services for setting support staff pay. The schools within the Trust are located over three different Local Authorities, Bradford, Wigan and Wirral.

Teaching staff are payed on an incremental pay scale. Salaries are based on level of experience and additional responsibilities. In line with the newly amended Teachers Pay and Conditions Document (STPCD) LLMAT have now removed performance related pay progression.

Support staff pay scales are determined via a process of job evaluation to reflect the value and complexity of the different roles undertaken. We are committed to the promotion of equal opportunities and our job roles are evaluated to ensure fair pay in each role and we advertise each position with no gender bias.

Eighty Nine percent (89%) of LLMAT employees are female. We recognise that the vast majority of employees in the lower band posts are female. Many of these posts are term-time only or part-time positions. These posts are attractive to employees with caring commitments for children or other family members. Ten Percent (10%) of our employees have two or more contracts.

Of staff paid on the leadership paygrades, eighty nine percent are female (89%). This is significantly higher than the government statistics of forty percent (40%) of women employed in the top quartile being female. This would suggest that women progress and are appointed to the most senior positions within the Trust and is a consistent reflection of our workforce demographic.

Supporting Statement

I confirm that the above information has been prepared from our payroll data on the snapshot date as of the 31at March 2024 and fairly presents the Gender Pay Gap information for Leading Learners Multi Academy Trust.

Signature:

Name: Sonia Green

Position: Head of Operations

Date: 11th November 2024