

Gender Pay Gap Report 2020/21

Leading Edge Academies Partnership as an employer is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

We are required to publish the results on our own website and a government website.

We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The results for the statutory calculations are:

1. The Mean Gender Pay Gap – The difference between the mean hourly rate of pay that male and female full-pay relevant employees receive: 20.89%.
2. The Median Gender Pay Gap – The difference between the median hourly rate of pay that male and female full-pay relevant employees receive: 15.11%.
3. The Mean Bonus Gender Pay Gap – The difference between the mean bonus pay that male and female full-pay relevant employees receive: 33.39%
4. The Median Bonus Gender Pay Gap – The difference between the median bonus pay that male and female full-pay relevant employees receive: 33.39%
5. The proportion of males and females receiving a bonus payment – The proportion of bonus to males is 0.79% The proportion of bonus to females is 0.26%
6. The proportion of males and females in each quartile pay band:

	Female	Male
Lower Quartile	76.74%	23.26%
Lower Middle Quartile	73.85%	26.15%
Upper Middle Quartile	67.44%	32.56%
Upper Quartile	84.50%	15.50%

Supporting Statement and Narrative

Leading Edge Academies Partnership is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through a transparent recruitment process, fair pay, performance management and professional development. The Trust operates as an equal opportunities employer, and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation).

The workforce is predominantly female and the majority of roles in the trust are part-time, either aligning closely with the hours of attendance of pupils or for part of that time. This not only includes the number hours per week but also the number of weeks worked each year. Whilst this will impact on the average salaries¹, it is a factor that influences the decision of applicants and the continuation of employment from staff.