

Gender Pay Gap Narrative

LEAP Multi-Academy Trust 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; this does not involve publishing individual employees' data.

In terms of the guidance on reporting gender pay gap for the first four categories:-

- A positive percentage figure reveals that typically or overall female employees have lower pay than male employees
- A negative percentage figure reveals that typically or overall male employees have lower pay than female employees
- A zero percentage figure reveals no gap between pay of typical male and female employees

This information is published on our own website and also a government website and has been completed within one calendar year of the 31st March 2019.

The challenge in our organisation along with others across the country is to eliminate any gender pay gap. In order to achieve this we keep under review our gender pay gap and are committed as an organisation to promoting a diverse and inclusive workforce with equal opportunities for all and our Trust policies support this commitment.

Reporting March 2019

Using the six required calculations and based on a snapshot date (31.03.19) the results were:-

Calculations

1. The mean gender pay gap
2. The median gender pay gap
3. The mean bonus gender pay gap
4. The median bonus gender pay gap
5. The proportion of males and females receiving a bonus payment
6. The proportion of males and females in each quartile band

LEAP Multi-Academy Trust Outcomes

Description	Snapshot Date 31.03.18	Snapshot Date 31.03.19
Mean gender pay gap in hourly pay	13.83%	16.35%
Median gender pay gap in hourly pay	29.75%	30.37%
Mean bonus gender pay gap	n/a	n/a
Median bonus gender pay gap	n/a	n/a
Proportion of males and females receiving a bonus payment	n/a	n/a
Proportion of males and females in each pay quartile (m/f):-		
In upper quartile	40% / 60%	36% / 64%
In upper middle quartile	41% / 59%	42% / 58%
In lower middle quartile	27% / 73%	25% / 75%
In lower quartile	20% / 80%	19% / 81%