

Gender Pay Gap Reporting

LEAP Multi-Academy Trust is required by law, as an employer of over 250 employees, 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 - it does not involve publishing any individual employee information.

We are required to publish the results, which are based on a snapshot date, on our own websites and a Government website – the snapshot date in this instance was 31st March 2020.

The six required calculations are as follows:

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 31.03.19	Snapshot Date 31.03.20
Mean gender pay gap in hourly pay	16.35%	15.22%
Median gender pay gap in hourly pay	30.37%	31.93%
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	36% / 64%	38% / 62%
In upper middle quartile	42% / 58%	43% / 57%
In lower middle quartile	25% / 75%	31% / 69%
In lower quartile	19% / 81%	19% / 81%

Gender Pay Gap Narrative

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 2020.

LEAP Multi-Academy Trust is committed to equality of opportunity for all employees and the challenge in our organisation, along with others across the country, is to eliminate any gender pay gap. In order to achieve this we continue to keep under review our gender pay gap and are focused as an organisation on promoting a diverse and inclusive workforce. This is in turn supported and promoted through our recruitment processes and professional development programmes as well as our pay policy which is aligned to nationally agreed pay scales which involve appropriate levels of pay dependent on job role.