

Gender pay gap report

Snapshot date: 31 March 2024

Mean and median gender pay gap in hourly rate of pay

	Mean gender pay gap in hourly pay	Median gender pay gap in hourly pay
Pay gap. % difference male to female	14.43%	30.84%

Mean and median gender pay gap in bonus pay

	Mean gender pay gap for bonus pay	Median gender pay gap for bonus pay
Pay gap. % difference male to female	0%	0%

Proportion of male and female employees who were paid bonus pay

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

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Lower	Quartile 2. Lower middle	Quartile 3. Upper middle	Quartile 4. Upper
Male (% males in each quartile compared to all employees)	10.7%	2.0%	14.0%	14.1%
Female (% females in each quartile compared to all employees)	89.3%	98.0%	86.0%	85.9%

Supporting statement

I confirm that the information published here is accurate.

Signature: 

Date: 18th March 2025

Status/position: Finance Manager – Learn Academies Trust

Supporting narrative

The gender pay gap is calculated across the whole organisation and in 2023/24 we added 8 additional schools to our Trust. We follow the Nationally agreed salary ranges to ensure that we employ and pay staff fairly when employed in a similar role and follow the Burgundy and Green books.

As a Primary Multi Academy Trust we employ more females than males in our supporting roles across the Trust. Most support roles are part-time and are undertaken by female staff. In comparison, a relatively small number of males are employed in support roles, and these are predominantly full-time. Included in our return are employees who are on apprenticeships.

Number of male staff employed is 61 and number of female staff employed is 538. Total 599.