

Gender pay gap report

Snapshot date: 31 March 2025

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	15.09%	29.78%

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)	10.6%	1.4%	16.4%	15%
Female (% females in each quartile compared to all employees)	89.4%	98.6%	83.6%	85%

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Supporting statement

I confirm that the information published here is accurate.

Signature:



Date: 6th March 2026

Status/position: Finance Manager – Learn Academies Trust

Supporting narrative

The gender pay gap is calculated across the whole organisation and in 2024/25. 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 500. Total 561.