



The Legacy Learning Trust

**GENDER PAY GAP REPORT
2023 - 2024**

**Snapshot Date – 31/03/2023
Submission Date – 12/03/2024**

Introduction

The Legacy Learning Trust is proud to be an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation) in relation to recruitment, pay review/performance management and professional and career development.

The Trust uses pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions document, which is reviewed annually. All non-teaching support staff pay scales are aligned to the National Joint Council for Local Government Services (NJC), which is reviewed annually.

Snapshot date: 31/03/2023

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	2.40 (6.27)	23.40 (17.22)

*numbers in brackets relate to previous year figures

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	n/a	n/a

Proportion of male and female employees who were paid bonus pay

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

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Upper	Quartile 2. Upper middle	Quartile 3. Lower middle	Quartile 4. Lower
Male (% males to all employees in each quartile)	21.17 (17.81)	18.84 (17.81)	24.24 (26.03)	22.26 (25.00)
Female (% females to all employees in each quartile)	78.83 (82.19)	81.16 (82.19)	75.76 (73.97)	77.74 (75.00)

*numbers in brackets relate to previous year figures

Summary

The gender pay gap is the percentage different between the average earnings of men and women across the workforce. The gender pay gap is not the same as equal pay. At The Legacy Learning Trust, all job roles are aligned to nationally agreed pay scales, NJC for support staff and School Teachers Pay and Conditions for teaching staff. All roles are graded fairly, regardless of the gender of the employee fulfilling the role. There is no variation in pay between male and female staff undertaking the same role within the Trust.

The main contributing factor to the gender pay gap within The Legacy Learning Trust is the workforce make-up. There are a low number of males employed within the Trust, and of those employed, most work within teaching roles compared to support staff roles, therefore giving a gender pay gap across the mean and median pay difference.

At The Legacy Learning Trust, we have a higher proportion of females in every quartile, including the upper quartile. There are also a higher proportion of females in senior roles across the Trust including the Chief Executive Officer, Chief Finance and Operating Officer and in senior and middle leadership posts within our schools.

The Legacy Learning Trust does not pay bonuses to any staff; therefore, the statutory calculations of mean and median bonus gender pay gap and the proportion of males and females receiving a bonus payment are not applicable.

We continue to support gender equality across The Legacy Learning Trust by ensuring that:

- All policies relating to family, maternity, paternity, adoption and carers' leave are fair, continually updated and in line with guidance
- Senior leaders receive appropriate training in recruitment procedures guided by our Human Resources Team and operate a fair and open process
- We promote and provide comprehensive and bespoke professional development so that our staff are able to develop and realise their full potential
- We promote health and well-being and a family environment where all individuals, staff and learners, are respected and valued.

Supporting statement

I confirm that the information published here is accurate.

Signature: S. Lymer **Date:** 12.03.2024

Status/position: Chief Executive Officer, The Legacy Learning Trust