

**GENDER PAY GAP REPORT AT 31 MARCH**

2018		
Gender pay gap figures		
The Learning Trust as at 31st March		
	%	
Mean gender pay gap in hourly pay	12.53	
Median gender pay gap in hourly pay	25.31	
Mean bonus gender pay gap	79.36	
Median bonus gender pay gap	25.00	
Proportion of males and females receiving a bonus payment		
	Male	Female
% of total males/females	4.17%	1.24%
Proportion of males and females in each pay quartile		
	Male	Female
Upper quartile	35.59%	64.41%
Upper middle quartile	37.93%	62.07%
Lower middle quartile	17.24%	82.76%
Lower quartile	32.76%	67.24%

2019	
Gender pay gap figures	
The Learning Trust as at 31st March	
	%
Mean gender pay gap in hourly pay	1.70
Median gender pay gap in hourly pay	17.83
Mean bonus gender pay gap	100.00
Median bonus gender pay gap	100.00
Proportion of males and females receiving a bonus payment	
	Male
Male	Female
2.82%	0.00%
Proportion of males and females in each pay quartile	
	Male
Male	Female
32.79%	67.21%
36.07%	63.93%
19.67%	80.33%
32.26%	67.74%

2020	
Gender pay gap figures	
The Learning Trust as at 31st March	
	%
Mean gender pay gap in hourly pay	17.04
Median gender pay gap in hourly pay	22.71
Mean bonus gender pay gap	85.37
Median bonus gender pay gap	14.29
Proportion of males and females receiving a bonus payment	
	Male
Male	Female
2.35%	0.40%
Proportion of males and females in each pay quartile	
	Male
Male	Female
32.43%	67.57%
34.25%	65.75%
19.18%	80.82%
23.29%	76.71%

2021	
Gender pay gap figures	
The Learning Trust as at 31st March	
	%
Mean gender pay gap in hourly pay	11.82
Median gender pay gap in hourly pay	15.84
Mean bonus gender pay gap	NONE
Median bonus gender pay gap	NONE
Proportion of males and females receiving a bonus payment	
	Male
Male	Female
NONE	NONE
Proportion of males and females in each pay quartile	
	Male
Male	Female
35.82%	64.18%
35.29%	64.71%
27.94%	72.06%
25.00%	75.00%

2022	
Gender pay gap figures	
The Learning Trust as at 31st March	
	%
Mean gender pay gap in hourly pay	9.20
Median gender pay gap in hourly pay	10.01
Mean bonus gender pay gap	NONE
Median bonus gender pay gap	NONE
Proportion of males and females receiving a bonus payment	
	Male
Male	Female
NONE	NONE
Proportion of males and females in each pay quartile	
	Male
Male	Female
35.2%	64.8%
28.6%	71.4%
20.9%	79.1%
27.9%	72.1%

2023	
Gender pay gap figures	
The Learning Trust as at 31st March	
	%
Mean gender pay gap in hourly pay	12.09
Median gender pay gap in hourly pay	19.44
Mean bonus gender pay gap	NONE
Median bonus gender pay gap	NONE
Proportion of males and females receiving a bonus payment	
	Male
Male	Female
NONE	NONE
Proportion of males and females in each pay quartile	
	Male
Male	Female
31.52%	68.48%
32.97%	67.03%
18.68%	81.32%
25.27%	74.73%

**Notes**

As a large company, The Learning Trust is required by law to carry out gender pay gap reporting. This information is shared on the Government website <https://gender-pay-gap.service.gov.uk/> with reports from other organisations. Please note that the Trust employs more women than men (267 women (73%) & 99 (27%) men in total). The Trust believes that women and men are paid equally for doing equivalent jobs. Pay within the Trust is set within the Trust with reference to national pay agreements for both teaching and support staff roles. Please also note that 2 out of the 4 Headteachers in the Trust on the snapshot date were women & of the top 20 highest paid staff, 11 are men & 9 are women. No staff received bonuses over the year. When The Trust advertises for any new roles, consideration is given to where advertise to ensure we attract a wide pool of potential applicants. Additionally, The Learning Trust endeavors to be a fair and progressive employer.

**Assumptions**

All assumptions used were as prescribed at <https://www.gov.uk/guidance/the-gender-pay-gap-data-you-must-gather>. Calculations are for those employed by the Trust on 31/03/2023(Snapshot date)