

# Gender pay gap report

Snapshot date: 31 March 2020



## 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	17%	27%



## 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)	11%	5%	17%	15%
Female (% females in each quartile compared to all employees)	89%	95%	83%	85%



## Learn Academies Trust

Registered Address: School Lane, Lubenham LE16 9TW, 01858 260028, [www.learn-at.org.uk](http://www.learn-at.org.uk)  
A charitable company limited by guarantee, registered in England and Wales with company number 08095439

### Supporting statement

I confirm that the information published here is accurate.

Signature:



Date: 24<sup>th</sup> Sept 2021

Status/position: Finance Manager – Learn Academies Trust

### Supporting narrative

*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 42 and number of female staff employed is 311. Total 353.