# Gender Pay Gap

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, and as an employer with 250 or more employees, the Trust is required to measure and report on the gender pay gap in the organisation. The Trust is a public sector body and has a data capture date of 31st March in each year.

The overall gender pay gap is defined as the difference between the mean (average) or median (actual midpoint) hourly rate of pay of male and female employees.

**Snapshot date:** 31st March 2026

***Difference in mean and median hourly rate of pay***

| | *Year* | *Difference in the mean hourly pay* | *Difference in the median hourly pay* |
|---|---|---|---|
| *Pay gap. % difference male to female* | *March 2025* | *20.36* | *41.10* |

***Difference in mean and median bonus pay***

| | *Year* | *Difference in the mean bonus pay* | *Difference in the median bonus pay* |
|---|---|---|---|
| *Pay gap. % difference male to female* | *March 2025* | *Nil* | *Nil* |

***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)* | *Nil* |
| *Female employees (% paid a bonus compared to all female employees)* | *Nil* |

***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 to all employees in each quartile)* | *12%* | *29.6%* | *25%* | *33.6%* |
| *Female (% females to all employees in each quartile)* | *88%* | *70.4%* | *75%* | *66.4%* |

Leverhulme

| *Supporting statement* |
|---|

I confirm that the information published here has been prepared from our payroll data on the snapshot date and fairly represents the Gender Pay Gap information for Leverhulme Academy Church of England and Community Trust.

**Signature:** C Davies ***Date:*** 6th August 2026

**Position:** Chief Finance Officer

| *Supporting narrative* |
|---|

Leverhulme Academy Trust is committed to the promotion of equality of opportunity and choice for employees and supports the fair treatment of all staff irrespective of gender through our transparent recruitment processes, pay policy and professional development.

We are confident the Trust's gender pay gap is not a pay issue. We know this because our approach to pay is gender neutral and we have in place job evaluation structures to ensure there is pay parity across the Trust. All jobs are fairly recruited, according to nationally negotiated pay scales for both teachers and support staff and evaluated uniformly.

The Trust uses pay scales based on the School Teachers Pay and Conditions Document and for support staff we use pay scales set by the NJC pay scales.

Both teaching and support staff posts are aligned to nationally agreed pay scales and our male and female staff are paid within the same pay band for the same job role.

The gender pay gap is a high level, non-adjusted indicator of male and female earnings which is affected by workforce distribution and workforce make-up.

The majority of workforce is predominantly female therefore; the gap between the 'average' female hourly rate of pay and the 'average' male hourly rate of pay is significantly affected.

The Trust will continue to monitor its workforce profile and gender pay gap annually. Whilst we are satisfied that our pay arrangements are fair and gender neutral, we remain committed to promoting equality of opportunity, supporting career development for all employees and ensuring our recruitment, progression and reward practices remain transparent and equitable.