

Leger Education Trust Gender Pay Gap Report 2023

Leger Education Trust continues to operate as an equal opportunities employer, and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation), regarding recruitment, performance management and employee career development opportunities.

The gender pay gap is the difference between the average pay of men and women in an organisation. As an employer with 250 or more employees we must report our gender pay gap data. The gender pay gap measures the difference between men and women’s average earnings in an organisation. It does not take into account people’s roles or seniority. The Trust does not pay any employee bonuses.

Leger Education Trust is an employer with an effective equal pay policy with a gender pay gap. We continue to challenge the imbalance in the education sector where a disproportionate number of lower paid support staff roles are occupied by female colleagues. The gender pay gap of the Trust should be read in the context it operates within as it is further compromised by the fact that teachers’ hourly rate is calculated over 38 weeks, whereas the support staff hourly rate is calculated over 52 weeks.

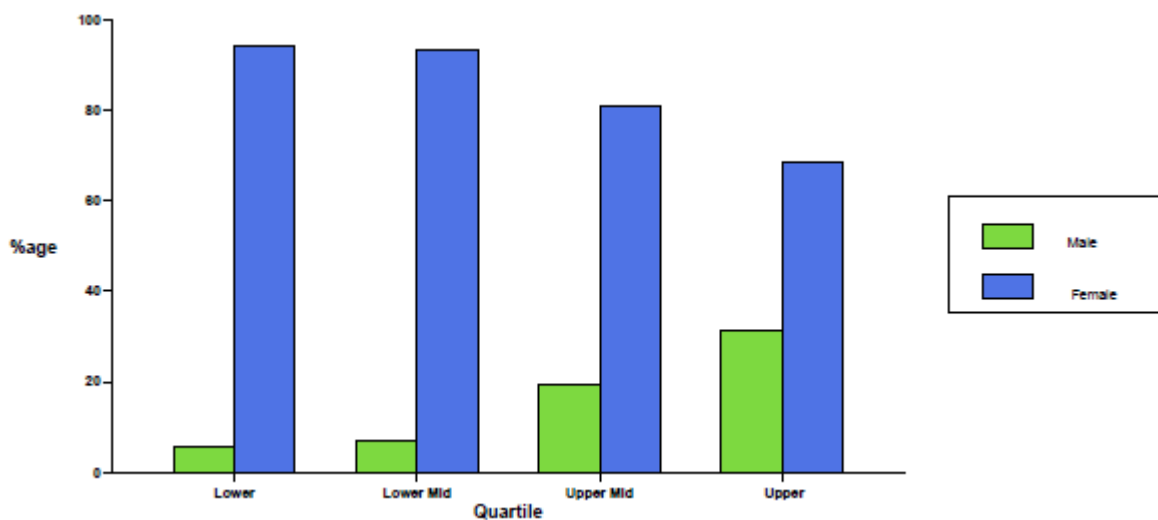
Hourly Rate Gaps

	Male	Female	Percentage Difference
Mean	22.52	15.65	30.51%
Median	19.09	11.38	40.39%

Hourly Rate Quartiles

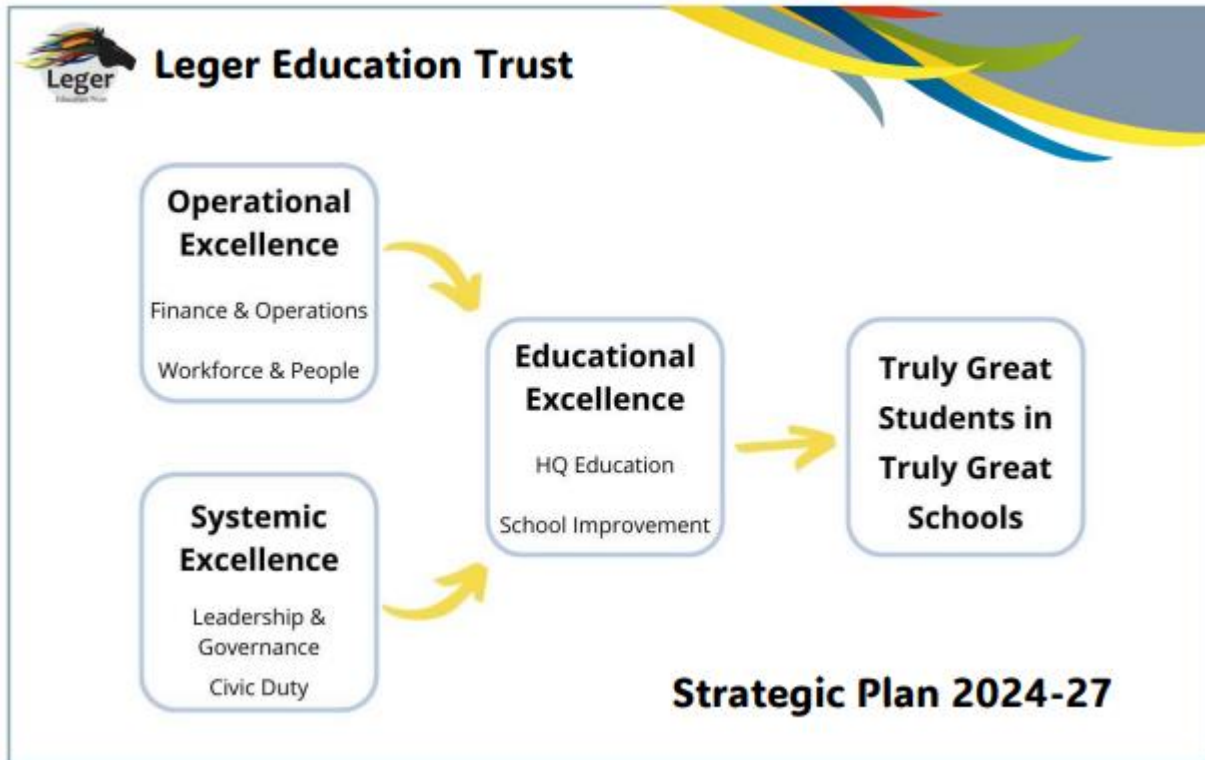
Gender	Lower (72)		Lower Middle (73)		Upper Middle (73)		Upper (73)	
Male	4	5.56%	5	6.85%	14	19.18%	23	31.51%
Female	68	94.44%	68	93.15%	59	80.82%	50	68.49%

Proportion of male and female employees per quartile



Gender Equality in Leger Education Trust

We ensure that all senior and middle leaders undertake recruitment training, including recognising and challenging unconscious gender bias. The Trust runs internal Leadership programmes which are aimed at developing leaders from across the Trust looking at culture and mindset. We have developed a number of policies and strategies to support all colleagues regardless of gender, such as shared parental leave, maternity/paternity leave, Flexible Working, Wellbeing Policy, and our overarching People Strategy.



We are committed to evolving our culture of ongoing targeted professional development through operational excellence to enable all employees to realise their full potential. Underpinning all of our actions is the Trust's Equality Policy which sets out our commitment to ensure that all people within the Trust, including students and staff, feel respected and valued and that recruitment and selection is open, transparent, fair and equal. Through our systemic excellence objectives we will ensure that leadership and governance in the Trust is conducted ethically and morally, with clarity and honesty.



Adam Dale

Chief Executive Officer