

Learning Pathways Academy
Gender Pay Gap Report as at March 2022

Role	Teachers				Support				Total			
Quartile Pay Band	1	2	3	4	1	2	3	4	1	2	3	4
Mean Gender Pay Gap	6.2	-0.6	-0.1	29.5	0.9	0.5	0	-4.6	0.1	-0.7	-11.6	18.2
Median Gender Pay Gap	0	-4.0	-0.1	18.8	0	1.0	0	0	0	-1.0	-1.1	3.5
Percentage of females in quartile	88	92	92	80	97	97	98	87	98	98	90	87
Percentage of males in quartile	12	8	8	20	3	3	2	13	2	2	10	13
Percentage of bonus payments female	1.1				0				0.3			
Percentage of bonus payments male	8.3				0				4.0			

School pay structures are set by job role and not gender. Pay scales for teaching staff align to the nationally agreed Teachers' Pay and Conditions document, which is reviewed on an annual basis. For support staff we use pay scales set by the NJC (National Joint Council for Local Government services). Staff move through the pay scales for their grade based on a thorough and robust performance management process, meaning earnings are based on performance outcomes, irrespective of gender.

Within our Trust, and generally across primary schools, there is a disproportionately high number of female employees especially in support roles, therefore the overall gender pay gap figure for the Trust reflects the composition of the workforce rather than pay inequalities. All of the salaried student teachers in the academic year 2021/22 were female which impacted the Q1 pay gap.

Learning Pathways Academy Trust has two male headteachers out of the three schools, which is unusual in the sector, and salary levels are based on pupil numbers.