

Learning Pathways Academy
Gender Pay Gap Report as at March 2020

Role	Teachers				Support				Total			
Quartile Pay Band	1	2	3	4	1	2	3	4	1	2	3	4
Mean Gender Pay Gap	8.3	0.6	NA	30.4	-0.9	0.1	0	-3.5	-1.3	-1.6	-6.7	18.3
Median Gender Pay Gap	6.4	1.5	NA	9.8	-2.0	2.0	0	2.2	-2.0	-2.0	-10.4	-6.2
Proportion of females in quartile	84	84	100	75	92	97	94	90	94	98	87	86
Proportion of males in quartile	16	16	0	25	8	3	6	10	6	2	13	14
Proportion of bonus payments female	1.1				0				0.3			
Proportion of bonus payments male	7.7				0				3.3			

School pay structures are set by job role and not gender. It can be seen that primary schools have a disproportionately high number of female employees especially in support roles, which suits the childcare needs of working mums. All of the salaried student teachers in the academic year 2019/20 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.