

**Learning Pathways Academy**  
**Gender Pay Gap Report as at March 17**

Role	Teachers				Support			
Quartile Pay Band	1	2	3	4	1	2	3	4
Mean Gender Pay Gap	-7.2	-20.5	3.6	24.1	1.4	-0.4	0.1	9.9
Median Gender Pay Gap	-7.9	-26.6	3.6	-4.8	0	-1.0	0	11.4
Proportion of females in quartile	85	95	95	75	96.7	93.4	93.4	90
Proportion of males in quartile	15	5	5	25	3.3	6.6	6.6	10

Note: there are no bonus payments to report

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.

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.