

Learning Pathways Academy
Gender Pay Gap Report as at March 18

Role	Teachers				Support			
Quartile Pay Band	1	2	3	4	1	2	3	4
Mean Gender Pay Gap	-6.7	-6.3	6.4	30.1	-2.1	2.5	0	23.7
Median Gender Pay Gap	-10.8	-7.9	7.2	31.0	-1.8	4.2	0	29.1
Proportion of females in quartile	78	91	91	83	93	94	90	94
Proportion of males in quartile	22	9	9	17	7	6	10	6
Proportion of bonus payments female	2.9				0.4			
Proportion of bonus payments male	15.4				0			

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.