

Learning Pathways Academy
Gender Pay Gap Report as at March 2025

Role	Teachers				Support				Total			
Quartile Pay Band	1	2	3	4	1	2	3	4	1	2	3	4
Mean Gender Pay Gap	0.4	-0.7	-0.7	12.3	-1.5	N/A	0	11.8	-2.5	N/A	7.7	7.8
Median Gender Pay Gap	1.1	0	-1.8	21.2	-3.2	N/A	0	17.8	-3.2	N/A	17.8	0
Percentage of females in quartile	92	84	92	84	98	100	98	92	99	100	92	87
Percentage of males in quartile	8	16	8	16	2	0	2	8	1	0	8	13

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.