Gender Pay Statement 2025-26

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, apply to 'specified public authorities', who employ 250 or more employees on the snapshot date each year. For the Public Sector, the snapshot date is 31st March. As a multi-academy trust employing more than 250 staff on the snapshot date, The Learning in Harmony Trust is required by this legislation to report its gender pay gap.

Gender Pay reporting requires the reporting of the mean and median pay gaps between male and female staff and reporting of the distribution of genders throughout the four pay quartiles, as detailed below.

Date of Snapshot: 31 March 2025
Gender Pay Gap Service Report: Click Here

Gender Pay Gap

The gender pay gap is calculated as the difference between the average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings.

MEAN	MEDIAN
Women's mean (average) hourly pay was 19.0% lower than men's	Women's median hourly pay was 25.8% lower than men's. This means they earned 74p for every £1 that men earn when comparing median hourly pay

Distribution of Male & Female Staff by Pay Quarter

Women occupy 84% of the highest-paid jobs and 95% of the lowest-paid jobs. This is broken down below.

Pay Quarter	% of Employees	
	Male	Female
Upper hourly pay quarter (highest paid)	16%	84.0%
Upper middle hourly pay quarter	19%	81.0%
Lower middle hourly pay quarter	10%	90.0%
Lower hourly pay quarter (lowest paid)	5%	95.0%

Bonus Pay Gap

No bonuses were paid.