Gender Pay Statement 2023

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 2023

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. Women earn 65p for every £1 that men earn when comparing median hourly pay.

MEAN	MEDIAN
Women's mean hourly pay is 20.5% lower than men's.	Women's median hourly pay is 35.1% lower than men's.

Distribution of Male & Female Staff by Pay Quarter

Women occupy 81.7% of the highest-paid jobs and 96.2% of the lowest-paid jobs. This is broken down below.

Pay Quarter	% of Employees	
	Male	Female
Upper hourly pay quarter (highest paid)	18.3%	81.7%
Upper middle hourly pay quarter	19.7%	80.3%
Lower middle hourly pay quarter	9.6%	90.4%
Lower hourly pay quarter (lowest paid)	3.9%	96.2%

Bonus Pay Gap

No bonuses were paid.