LEARNING IN HARMONY MULTI ACADEMY TRUST

Gender pay gap report

Snapshot date 31 March 2019

Employer size 500 to 999 employees

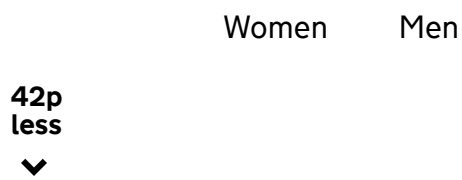
Potential causes of the gender pay gap

How can employers close the gap

This employer has not provided extra information on their gender pay gap

Hourly wages pay gap

In this organisation, **women earn 58p** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is **42% lower** than men's.



When comparing mean hourly wages, women's mean hourly wage is **27.6% lower** than men's.

► About mean and median

Proportion of women in each pay quarter

In this organisation, women occupy **80.3%** of the highest paid jobs and **95.4%** of the lowest paid jobs.

	Women	Men
Top quarter (highest paid)		
	80.3%	**19.7%**
Upper middle quarter		
	78.8%	**21.2%**
Lower middle quarter		
	91.2%	**8.8%**
Lower quarter (lowest paid)		

95.4%	**4.6%**

► About pay quarters

Bonus pay gap

Who received bonus pay

No bonuses were paid.

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Gender pay gap service survey