

Gender Pay Gap Report 2024

1. Introduction

Liberty Academy Trust is an education charity established in 2022. Our aim is to provide an educational offer that works for autistic children and young people, supporting the whole child so that pupils can achieve success now and are well-prepared for adulthood. We do this through our core values of courage, determination and teamwork. We are currently a small Trust of three academies, but we have plans to grow so that our reach and impact can extend further.

As an employer with less than 250 staff, we are not required by UK law to publish a gender pay gap report. However, in line with our People Strategy, which commits us to fair and transparent pay processes, and our commitment to equality, diversity and inclusion, we have chosen to analyse and report on our data.

A Gender Pay Gap report shows the difference between the average earnings of men and women, expressed relative to men's earnings. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women.

2. Background

2.1 Overview of the Process

We have clear and transparent pay structures. With regard to our teaching staff, we use nationally agreed pay scales and salaries. For support staff, each job has a grade based on the size of the role, with some scope for staff to progress within grades based on personal contribution, as assessed through the appraisal process.

Despite measures to ensure that everyone is paid fairly for undertaking the same or a similar role, it is still possible to have a gender pay gap. Our median gender pay gap is 9.1 percent, and our mean gender pay gap is 7.2 percent - ie the average hourly rate of pay for men is 7.2 percent higher than the average hourly rate of pay for women.

The median pay gap is generally seen as the most representative figure, as it ignores extremes. Where the mean pay gap is lower than the median pay gap, as is the case in our organisation, this tends to indicate a skew in the figures caused by a large number of lower paid workers.

For the purposes of comparison, the Office for National Statistics estimates that across the UK as a whole in 2023, the median gender pay gap was 14.3 percent and the mean gender pay gap was 13.2 percent.

2.2 Notes about the Process

In compiling a Gender Pay Gap report, employers must carry out an analysis based on a snapshot of pay data on a specific date. The specific date creates a level playing field across organisations, although it is noted that pay is fluid over time, which is not reflected in snapshot data.

The analysis is reported across six different measures. The three which are relevant to our organisation are:

- **Median gender pay gap** – the difference between the median hourly rate of pay of male employees and female employees
- **Mean gender pay gap** – the difference between the mean hourly rate of pay of male employees and female employees
- **Quartile pay bands** – the proportions of male and female employees in the lower, lower-middle, upper-middle and upper quartile pay bands

The other three measures relate to bonus payments. In common with many not-for-profit organisations, we do not make bonus payments. Accordingly, these measures are disregarded for the purposes of this report.

Our gender pay gap analysis is based on data as at 31 March 2024. At this point our workforce was 168 staff. This included 118 women (70.2 percent) and 50 men (29.8 percent).

3. Data

3.1 Median Gender Pay Gap

To calculate our median gender pay gap, we first rank all our people by their hourly pay. Then we compare the hourly pay of the woman in the middle of the female pay range with the hourly pay of the man in the middle of the male pay range. The difference between these figures is the median gender pay gap.

The difference in median pay

Median Hourly Pay Men	Median Hourly Pay Women	Difference (Amount)	Different (Percent)
£16.50	£15.00	£1.50	9.1%

3.2 Mean Gender Pay Gap

To calculate the mean pay gap, we add together all the hourly pay rates for all women, divided by the number of women in our workforce. We then repeat this calculation for men. The difference between these figures is the mean gender pay gap.

The difference in mean pay

Mean Hourly Pay Men	Mean Hourly Pay Women	Difference (Amount)	Different (Percent)
£19.72	£18.30	£1.43	7.2%

3.3 Quartile Pay Bands

Each pay quartile represents a quarter, or 25 percent, of our total workforce ranked by pay. The tables below show the composition of each quartile by gender, and the median pay gap within each quartile.

Gender composition of the quartiles

	Number		%	
	Male	Female	Male	Female
Upper	13	29	31.0	69.0
Upper middle	14	28	33.3	66.7
Lower middle	15	27	35.7	64.3
Lower	8	34	19.0	81.0

The gender mix of our workforce at the upper, upper middle and lower middle quartiles is fairly consistent and broadly in line with the workforce overall. There is a significant skew in the proportion of female staff who make up the lower quartile.

Median pay gap by quartile

	Median Hourly Pay - Men	Median Hourly Pay - Women	Difference (Amount)	Difference (Percent)
Upper	£33.52	£29.53	£3.99	11.9
Upper middle	£17.34	£18.62	-£1.28	-7.4
Lower middle	£12.37	£12.37	£0.00	0
Lower	£11.31	£11.16	£0.16	1.4

The gender pay gap is small in the lower quartile, and there is no gender pay gap at the lower middle quartile. It is interesting to note that the gender pay gap at the upper middle quartile shows that women in this group on average have higher hourly pay than men. However, the gender pay gap at the upper quartile is much more on trend with the overall gender pay gap.

4. Commentary

We are a new Trust, and as this is the first time we have compiled a gender pay gap report there is no historical trend information to review.

We have robust pay structures in place to ensure that men and women receive comparable pay for roles of comparable size. The gender pay gap in our organisation, seen most starkly in the median pay gap (9.1%), is reflective of the much higher proportion of female employees compared to male in our vital but lower-graded posts.

In this respect, the composition of our workforce is typical of the majority of multi-academy trusts - both in terms of the proportion of men and women overall, and in terms of the higher proportion of women (81%) in the lower quartile. In fact, it is noted that over two-thirds of the employees in our upper quartile (and five out of six executive-level post-holders) are women.

We have recently committed to the Living Wage, and since the snapshot date we have implemented an out-of-cycle pay increase for many colleagues employed in our lower-graded roles. On 31 March (the snapshot date), our lowest rate of pay was £10.97 per hour; from 1 April our lowest rate of pay is £12.00 per hour. We believe that this will contribute to a reduction in the gender pay gap.

Our Gender Pay Gap Report will be discussed further at our Equality, Diversity and Inclusion Partnership Board as part of that body's role in providing oversight, support and challenge in relation to our EDI action plan.

5. Declaration

Liberty Academy Trust is not covered by the UK Government's Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, which applies to organisations with 250 or more employees.

However, the organisation is committed to equality, diversity and inclusion, and has chosen to compile and publish a gender pay gap report. We confirm the information and data reported are accurate as of the snapshot date 31 March 2024.



Dr Nic Crossley
Chief Executive Officer
Liberty Academy Trust