

Gender Pay Report as at 31 March 2022

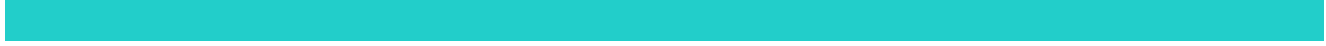
From 2017 all employees who have a headcount of 250 or more must comply with regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data at a specific date each year. This report is based upon a snapshot as at 31 March 2022.

As an equal opportunities employer, the Learning without Limits Academy Trust is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership. We aspire to have a diverse and inclusive workplace.

We support the fair treatment of all staff through our transparent policies including:

- Equality Policy and Objectives
- Appraisal Procedure for Support Staff
- Appraisal Procedure for Teachers Safeguarding
- Safer Recruitment Policy

Number of contracts by gender	Total	Total %	Teaching	Teaching %	Support	Support %
Male	147	26.4%	93	38.3%	54	17.2%
Female	410	73.6%	150	61.7%	260	82.8%
	557		243		314	



The following are measures taken to help reduce the gap;

- The gender pay calculations have been computed separately for both Teaching and Support staff. This allows us to consider the results effectively analysed data trends and establish steps that can be taken to reduce the gender pay gap in the future.
- All staff are paid in line with nationally negotiated pay scales. The negotiated pay increases in later years have been weighted towards the lower pay bands where proportionally more women are employed.
- We are committed to promoting best employment equality practice in our efforts to eliminate discrimination and create working environments where all are treated fairly and with respect.
- Anyone who works for us or who applies for a job with us will not be treated less favorably than anyone else because, for example, of their colour, race, ethnic or national origin, religion, gender, gender identity, responsibility for dependents, disability, age, marital status, sexuality or trade union activity.

This statement is applied to policy and practice associated with our role as an employer. It particularly applies to recruitment and selection, employment, training and development and promotion.

- The Trust is committed to providing equality of opportunity in employment and to developing work practices and policies that support work.



This is a draft document. It is for information only and should not be used for any purpose. It is subject to change without notice.