



The Legacy Learning Trust

**GENDER PAY GAP REPORT
2025 - 2026**

**Snapshot Date – 31/03/2025
Submission Date – 27/03/2026**

Introduction

The Legacy Learning Trust is proud to be an equal opportunities employer and does not discriminate in any way (as defined by the Equalities Act 2010 and other relevant legislation) in relation to recruitment, pay review/performance management and professional and career development.

The Trust uses pay scales for all teaching staff that are aligned to the School Teachers' Pay and Conditions document, which is reviewed annually. All non-teaching support staff pay scales are aligned to the National Joint Council for Local Government Services (NJC), which is reviewed annually.

Snapshot date: 31/03/2025

Difference in mean and median hourly rate of pay

	Difference in the mean hourly pay	Difference in the median hourly pay
Pay gap. % difference male to female	2.88 (3.14)	14.48 (11.16)

*numbers in brackets relate to previous year figures

Difference in mean and median bonus pay

	Difference in the mean bonus pay	Difference in the median bonus pay
Pay gap. % difference male to female	n/a	n/a

Proportion of male and female employees who were paid bonus pay

	Proportion receiving a bonus
Male employees (% paid a bonus compared to all male employees)	n/a
Female employees (% paid a bonus compared to all female employees)	n/a

Proportion of male and female employees according to quartile pay bands

	Quartile 1. Upper	Quartile 2. Upper middle	Quartile 3. Lower middle	Quartile 4. Lower
Male (% males to all employees in each quartile)	16.26 (19.66)	21.31 (20.34)	13.11 (15.25)	8.87 (8.55)
Female (% females to all employees in each quartile)	83.74 (80.34)	78.69 (79.66)	86.89 (84.75)	91.13 (91.45)

*numbers in brackets relate to previous year figures

Summary

The gender pay gap represents the percentage difference between the average earnings of men and women across an organisation's workforce. It is important to note that the gender pay gap is **not** the same as equal pay. Equal pay refers to men and women receiving the same pay for carrying out the same or equivalent work.

At The Legacy Learning Trust, all job roles are aligned to nationally agreed pay scales—NJC pay scales for support staff and the School Teachers' Pay and Conditions Document for teaching staff. Roles are graded consistently and fairly, irrespective of the gender of the employee undertaking the role. There is no difference in pay between male and female employees performing the same role within the Trust.

Since 2024, an additional primary school has joined The Legacy Learning Trust, contributing around 50 additional staff to the figures.

The primary factor influencing the gender pay gap within The Legacy Learning Trust is the composition of our workforce. The Trust employs a significantly lower number of men overall. Of those employed, a higher proportion work within teaching positions rather than support roles. This distribution creates a gender pay gap in both our mean and median pay data, reflecting workforce structure rather than unequal pay practices.

Across all pay quartiles— including the upper quartile—The Legacy Learning Trust has a higher proportion of female employees. Women are strongly represented in senior roles, including the positions of Chief Executive Officer, Chief Finance and Operating Officer, and in senior and middle leadership roles within our schools.

The Learning Trust does not award bonuses to any staff. Consequently, statutory calculations relating to mean and median bonus pay gaps, as well as the proportion of males and females receiving bonuses, do not apply.

We remain firmly committed to supporting gender equality throughout The Learning Trust. We do this by ensuring:

- Fair and up-to-date family-friendly policies including maternity, paternity, adoption, carers' leave, regularly updated in-line with best practice.
- Robust and equitable recruitment processes, with senior leaders receiving appropriate training in accordance with guidance from our Human Resources team.
- Comprehensive and tailored professional development opportunities, enabling staff to develop, progress, and fulfil their potential.
- A strong focus on health, wellbeing, and a supportive working environment where all staff and learners are respected, valued, and able to thrive.

Supporting statement

I confirm that the information published here is accurate.

Signature:

S. Lymer

Date: 27.03.2026

Status/position:

Chief Executive Officer, The Legacy Learning Trust