



Gender Pay Gap Report 2023 / 2024

As an employer with over 250 employees LEH School is required to publish a Gender Pay Gap Report in line with government legislation. Gender Pay Gap is the difference between the average earnings of men and women within our organisation, expressed relative to men's earnings. The Gender Pay Gap is a different measure from the Equal Pay Statistics, which measure the difference in remuneration between male and female employees doing the same job.

In accordance with the regulations, certain statistics are published on the government's online reporting service as well as within this report, and include the following:

- **Mean Gender Pay Gap:** the difference in the **mean** hourly rate of pay between male and female employees
- **Median Gender Pay Gap:** the difference in the **median** hourly rate of pay between male and female employees
- **Mean Bonus Pay Gap:** the difference in the **mean** bonus pay between male and female employees
- **Median Bonus Pay Gap:** the difference in the **median** bonus pay between male and female employees
- Proportion of men and women receiving bonus pay
- Proportions of male and female employees in each of four equal pay quartiles

Results

The figures below are extracted from the payroll period which encompasses a specific 'snapshot' date of 5th April 2023 as set out in the requirements:

Pay gap figures:

Mean Gender Pay Gap	1.2%
Median Gender Pay Gap	-0.0%
Mean Bonus Gap	n/a
Median Bonus Gap	n/a
Proportion of men receiving bonus pay	0%
Proportion of women receiving bonus pay	0%

Pay quartiles:

	Men	Women
Upper Quartile	20.8%	79.2%
Upper Middle Quartile	27.3%	72.7%
Lower Middle Quartile	34.6%	65.4%
Lower Quartile	20.5%	79.5%

Narrative

The overall mean hourly rate of pay is 1.2% higher for men than for women. The median hourly rate of pay is 0.3% higher for women than for men.

There were no bonuses paid in the period.

At the time of reporting 345 staff were on the payroll of whom 86 were male and 259 were female. The gender pay data covers 310 employees who were paid in the relevant pay period. Of this number 26% were male and 74% female, therefore the percentages within the pay quartiles are, on average, reflective of the overall ratio of male to female employees.

Declaration

I declare that the above data has been compiled in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Name: Michael Berkowitch

Position: Director of Finance



Signature:

Date: 02/11/2023