# Leigh Trust Data Taken As At 31/03/2025

## Gender Make Up

the gender make up of our staff is:

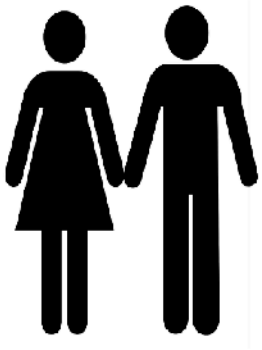
**93.43% of Women**

**6.57% of Men**

## Gender Pay Gap

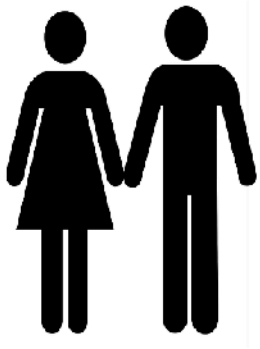
In the gender pay gap is:

**Mean Pay Gap**



**12.5%**

**Median Pay Gap**



**20.9%**

## Bonus Pay

does not pay bonuses to its staff.

## Pay by Quartiles

In  the proportion of full-pay men and women in each of the four quartile pay bands is:

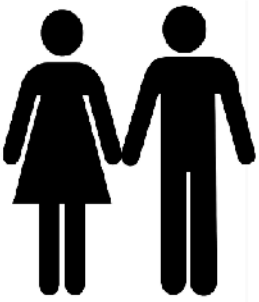
**Lower Quartile**

**97.6% Female 2.4% of Male**

**Lower Middle Quartile**

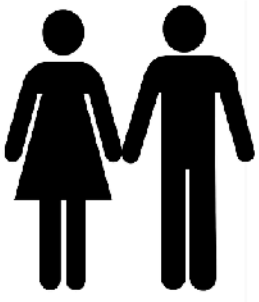
**90.6% of Female 9.4% of Male**

**Upper Middle Quartile**



**97.6% Female 2.4% Male**

**Upper Quartile**



**87.1% Female 12.9% Male**

Requirements:

| | | | |
|---|---|---|---|
| 1 | **Mean Hourly Rate of Pay for all Male Full Pay Relevant Employees** | **£20.40** | |
| | *Total Full Pay Relevant Males* | *23* | |
| | *Total Sum Full Pay Relevant Males* | *£469.29* | |
| 2 | **Mean Hourly Rate of Pay for all Female Full Pay Relevant Employees** | **£17.86** | |
| | *Total Full Pay Relevant Females* | *317* | |
| | *Total Sum Full Pay Relevant Females* | *£5,661.66* | |
| 3 | **Median Hourly Rate of Pay for all Male Full Pay Relevant Employees** | **£19.56** | |
| | *Total Full Pay Relevant Males* | *23* | |
| | *MaxFull Pay Relevant Male* | £44.37 | |
| | *MinFull Pay Relevant Male* | £5.14 | |
| 4 | **Median Hourly Rate of Pay for all Female Full Pay Relevant Employees** | **£15.47** | |
| | *Total Full Pay Relevant Females* | *317* | |
| | *MaxFull Pay Relevant Female* | £98.10 | |
| | *MinFull Pay Relevant Female* | £4.37 | |
| 5 | **Mean Bonus Pay for all Male Relevant Employees** *-(Not calculated as None in Org)* | **£0.00** | |
| 6 | **Mean Bonus Pay for all Female Relevant Employees** *-(Not calculated as None in Org)* | **£0.00** | |
| 7 | **Median Bonus Pay for all Male Relevant Employees** *-(Not calculated as None in Org)* | **£0.00** | |
| 8 | **Median Bonus Pay for all Female Relevant Employees** *-(Not calculated as None in Org)* | **£0.00** | |

| | | | | |
|---|---|---|---|---|
| 9 | **Mean Gender Pay Gap** | **12.5** | % | *((Row 1 – Row 2) / Row 1) * 100* |
| 10 | **Median Gender Pay Gap** | **20.9** | % | *((Row 3 – Row 4) / Row 3) * 100* |
| 11 | **Mean Bonus Gender Pay Gap** *-(Not calculated as None in Org)* | **£0.00** | | *((Row 5 – Row 6) / Row 5) * 100* |
| 12 | **Median Bonus Gender Pay Gap** *-(Not calculated as None in Org)* | **£0.00** | | *((Row 7 – Row 8) / Row 7) * 100* |
| 13 | **Proportion of Males receiving a Bonus payment** *-(Not calculated as None in Org)* | **£0.00** | | *(A / B) x 100* |
| | *A = number of male relevant employees who were paid bonus pay during the 12 month period ending with the snapshot date =* | 0 | | |
| | B = the number of male relevant employees = | 23 | | |
| 14 | **Proportion of Females receiving a Bonus payment** *-(Not calculated as None in Org)* | **£0.00** | | *(C / D) x 100* |
| | *C = number of female relevant employees who were paid bonus pay during the 12 month period ending with the snapshot date, and;* | 0 | | |
| | *D = the number of female relevant employees =* | 317 | | |
| 15 | **UPPER hourly pay quarter - % of Males** | **12.9** | % | *(E / G) x 100* |
| | *E = the number of male full-pay relevant employees in the first quartile =* | 11 | | |
| | *G = the total number of full-pay relevant employees in the quartile =* | 85 | | |
| 16 | **UPPER hourly pay quarter - % of Females** | **87.1** | % | *(F / G) x 100* |
| | *F = the number of female full-pay relevant employees in the first quartile =* | 74 | | |
| | *G = the total number of full-pay relevant employees in the quartile* | 85 | | |
| 17 | **UPPER MIDDLE hourly pay quarter - % of Males** | **2.4** | | *(H / K) x 100* |
| | *H = the number of male full-pay relevant employees in the second quartile =* | 2 | | |
| | *K = the total number of full-pay relevant employees in the quartile =* | 85 | | |
| 18 | **UPPER MIDDLE hourly pay quarter - % of Females** | **97.6** | | *(J / K) x 100* |
| | *J = the number of female full-pay relevant employees in the second quartile =* | 83 | | |
| | *K = the total number of full-pay relevant employees in the quartile =* | 85 | | |
| 19 | **LOWER MIDDLE hourly pay quarter - % of Males** | **9.4** | | *(L / N) x 100* |
| | *L = the number of male full-pay relevant employees in the third quartile =* | 8 | | |
| | *N = the total number of full-pay relevant employees in the quartile =* | 85 | | |

| | | | |
|---|---|---|---|
| 20 | **LOWER MIDDLE hourly pay quarter - % of Females** | **90.6** | *(M / N) x 100* |
| | *M = the number of female full-pay relevant employees in the third quartile =* *77* | | |
| | *N = the total number of full-pay relevant employees in the quartile =* *85* | | |
| 21 | **LOWER hourly pay quarter - % of Males** | **2.4** | *(P / R) x 100* |
| | *P = the number of male full-pay relevant employees in the fourth quartile =* *2* | | |
| | *R = the total number of full-pay relevant employees in the quartile =* *85* | | |
| 22 | **LOWER hourly pay quarter - % of Females** | **97.6** | *(Q / R) x 100* |
| | *Q = the number of female full-pay relevant employees in the fourth quartile =* *83* | | |
| | *R = the total number of full-pay relevant employees in the quartile =* *85* | | |