

## The Blue Kite Academy Trust Gender Pay Gap Reporting 31 March 2021

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### Introduction

The Blue Kite Multi-Academy Trust is an employer required under the Equality Act 2010 to report on the Gender Pay Gap within our workforce.

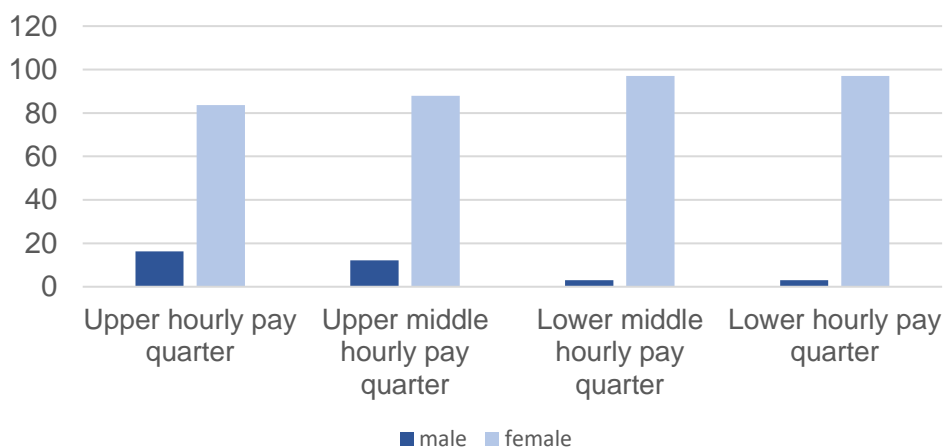
The data below shows the gender pay gap that exists within the Trust based on the hourly rates of pay for all employees and workers as at 31 March 2021 and bonuses being paid in the 12 months to 31 March 2021.

The report is based on a headcount of 394 employees and a total of 500 contracts. Of the 394 employees, 360 (91.37%) were female and 34 (8.63%) were male.

### 1. Percentage of men and women in each hourly pay quarter

	Male	Female
Upper hourly pay quarter	16.33%	83.67%
Upper middle hourly pay quarter	12.12%	87.88%
Lower middle hourly pay quarter	3%	97%
Lower hourly pay quarter	3%	97%

**Percentage of men and women in each hourly pay quarter**



<b>2. Mean (average) gender pay gap using hourly pay</b>		
	<b>Male</b>	<b>Female</b>
Mean hourly pay:	£27.05	£17.16
Mean (average) gender pay gap using hourly pay 36.56%		
<b>3. Median gender pay gap using hourly pay</b>		
	<b>Male</b>	<b>Female</b>
Median hourly pay	£29.21	£10.43
Median gender pay gap using hourly pay is 64.29%		
<b>4. Percentage of men and women receiving bonus pay</b>		
	<b>Male</b>	<b>Female</b>
Percentage of staff who received a bonus payment	14.70%	1.38%
<b>5. Mean gender pay gap using bonus pay</b>		
	<b>Male</b>	<b>Female</b>
Mean bonus payment	£1337.80	£1238.40
Mean gender pay gap for bonuses is 7.43%		
<b>6. Median gender pay gap using bonus pay</b>		
	<b>Male</b>	<b>Female</b>
Median bonus pay	£1500	£1500
Median gender pay gap using bonus pay is zero		

## Understanding the findings

The Blue Kite Multi Academy Trust is committed to equal opportunities and equal treatment for all employees regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

For clarification, gender pay is not the same as equal pay. Equal pay is about ensuring that people have the same pay, or range of pay, for work deemed of equal value. The Leadership Team is confident the Trust's gender pay gap is not an equal pay issue as our approach to recruitment and pay is gender neutral. For support staff we have in place job descriptions that were evaluated under Swindon Borough Council job evaluation schemes to ensure that there is parity across schools in the Trust. We continue to pay in accordance with Swindon Borough Council pay scales and structure and both male and female staff are paid within the same pay bandings. Additionally, progression through each scale is based on length of service regardless of gender. For teachers we continue to pay in accordance with the national Schoolteachers Pay and Conditions Document and pay scales are not adjusted at Trust or school level.

The gender pay gap is therefore more likely to be as a result of the composition of the organisation, the roles in which men and women work and the salaries that these roles attract. As shown by the total numbers of full pay employees, our Trust has a

significantly high ration of women to men. Currently our workforce is 91.3% female with a higher number of women than men in every quartile.

The Trust will continue to employ term time support duties which are lower paid in comparison to teachers. A larger proportion of childcare is still carried out by women therefore they are more likely to apply for term time roles.

The median gender pay gap using bonus pay was 0% reflecting the equal number of bonuses paid to both men and women during the period.

## **Next steps**

The Trust is committed to doing what it can to reduce the gap although it recognises its scope is limited in some areas – it has, for example, no direct control over the staffing complement when academies join the Trust.

We will review the following to ensure that our employment practice supports gender pay equality:

- Promoting flexible working for all
- Reviewing employment policies to ensure they reflect equality legislation
- Reviewing teacher pay progression to ensure there is no gender imbalance
- Research and encourage apprenticeships to support women in promotion to more senior roles
- Advertise all permanent posts widely on Eteach and through the Trust
- Development of a trust-wide Equality, Diversity and Inclusivity policy including Trust equality objectives.
- Develop a programme to provide equality training for all staff, governors and trustees.