

The Blue Kite Academy Trust Gender Pay Gap Reporting 31 March 2022

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 2022 and bonuses being paid in the 12 months to 31 March 2022.

The report is based on a headcount of 425 employees and a total of 547 contracts. Of the 425 employees, 388 (91.29%) were female and 37 (8.71%) were male. This has increased from last year from 394 employees (360 female and 34 male) showing an indication of our continued growth.

The following calculations are based on number of contracts. The guidance allows an employer to report on headcount or employee contracts. The reporting last year was based on headcount however we have decided to report this year on contracts as some staff have numerous contracts and this is more reflective of what employees are paid.

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

| | Male | Female |
|---------------------------------|--------|--------|
| Upper hourly pay quarter | 12.41% | 87.59% |
| Upper middle hourly pay quarter | 10.95% | 89.05% |
| Lower middle hourly pay quarter | 4.4% | 95.6% |
| Lower hourly pay quarter | 3.65% | 96.35% |

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2. Mean (average) gender pay gap using hourly pay

| | Male | Female |
|------------------|--------|--------|
| Mean hourly pay: | £19.33 | £14.53 |

Mean (average) gender pay gap using hourly pay 24.83%
This has reduced from 36.56% in April 2021

| 3. Median gender pay gap using hourly pay | | |
|---|-------------|---------------|
| | Male | Female |
| Median hourly pay | £15.17 | £10.42 |
| Median gender pay gap using hourly pay is 31.3% | | |
| This has reduced from 64.29% in April 2021 | | |
| 4. Percentage of men and women receiving bonus pay | | |
| | Male | Female |
| Percentage of staff who received a bonus payment | 0% | 0.4% |
| 5. Mean gender pay gap using bonus pay | | |
| | Male | Female |
| Mean bonus payment | £0.00 | £2,500 |
| Mean gender pay gap for bonuses is -2.5% | | |
| This has reduced from 7.43% in April 2021 | | |
| 6. Median gender pay gap using bonus pay | | |
| | Male | Female |
| Median bonus pay | £0.00 | £2,500 |
| Median gender pay gap using bonus pay is -2.5% | | |
| This was 0 in April 2021 | | |

Analysis of Gender Pay Gap Data

The Trust's mean gender pay gap has reduced to 24.83% in March 2022 from 36.56% in March 2021 and its median gender pay gap has reduced to 31.3% in March 2022 from 64.29% in March 2021.

Women are the dominant workforce across all four of the pay quartiles.

Analysis shows that the principal reason for the remaining mean gender gap is the proportion of male and female staff employed at different grades and on different pay scales (i.e. teaching and non-teaching pay scales).

We attribute the median gender pay gap in favour of male employees to the fact that 74% of the male staff in the Trust occupy teaching and other managerial roles in the upper middle and upper quartiles.

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 The Blue Kite Academy Trust, a charitable company limited by guarantee registered in England and Wales, c/o Ferndale Primary and Nursery School, Wiltshire Avenue, Swindon SN2 1NX Company Number 09889819

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 School Teachers 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 ratio of women to men. Currently our workforce is 91.3% female with a higher number of women than men in every quartile.

The Trust has a large number of women in valuable but lower paid support staff roles, with hours that align to school hours and term time work. This is most prominent in the Lower and Lower Middle quartiles.

Only 1 bonus payment has been made to one employee (female) during this period.

The gender pay gap of the Trust reflects the structure of the workforce and is not a representative of a pay differential between men and women in the same role in the Trust.

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.
- Continue to develop and review 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.
- Continue to advertise all permanent posts widely on Eteach and external media to attract the widest audience.
- 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.
- Use the HR system to analyse recruitment, retention and staff data by gender.

The Trust, like all education establishments, will continue to face the ongoing HR challenge to reduce the gender pay gap.