

GENDER PAY GAP REPORT

31 MARCH 2023



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 2023 and bonuses being paid in the 12 months to 31 March 2023.

The report is based on a headcount of 629 employees and a total of 868 contracts. Of the 629 employees, 567 (90.14%) were female and 62 (9.86%) were male. This has increased over the last couple of years showing an indication of our continued growth.

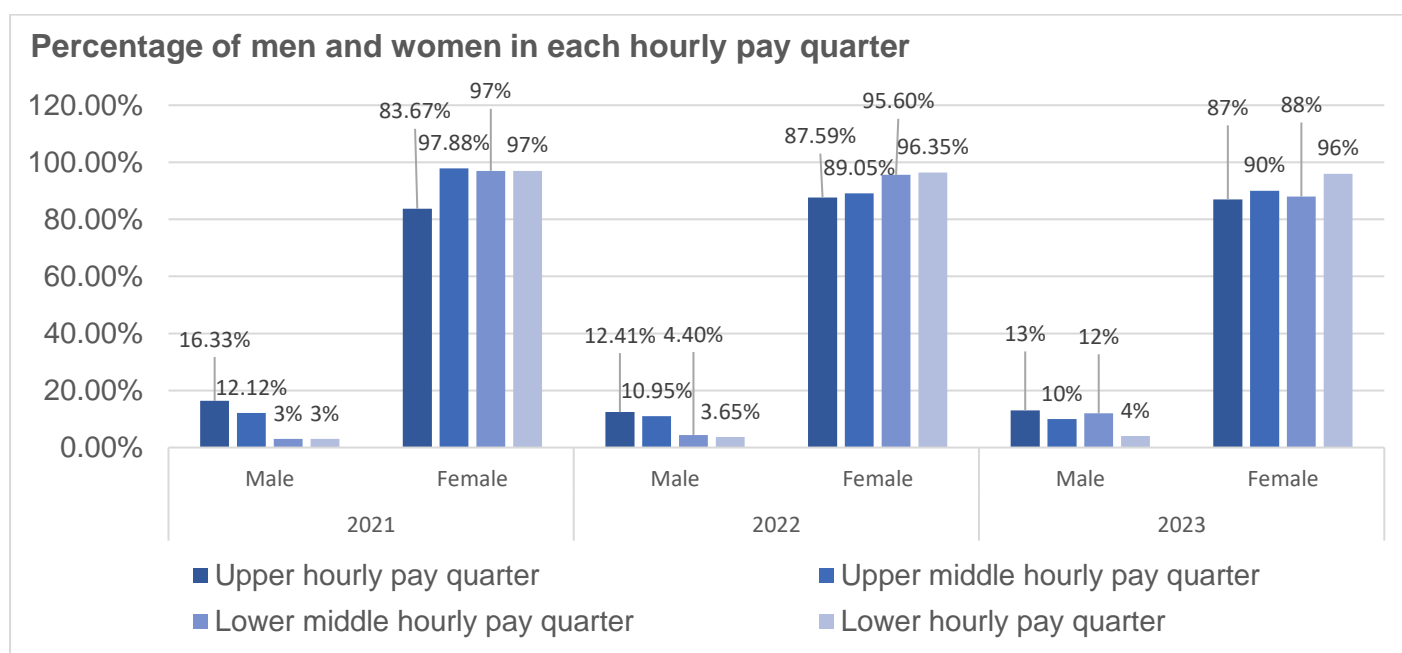
1. Number of employees

	2021		2022		2023	
	Male	Female	Male	Female	Male	Female
Employees by year	34	360	37	398	62	567
Total Employees	394		425		629	

The following calculations are based on number of contracts. The guidance allows an employer to report on headcount or employee contracts. We decided to base on contracts rather than headcount as some staff have numerous contracts and this is more reflective of what employees are paid.

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

	2021		2022		2023	
	Male	Female	Male	Female	Male	Female
Upper hourly pay quarter	16.33%	83.67%	12.41%	87.59%	13%	87%
Upper middle hourly pay quarter	12.12%	97.88%	10.95%	89.05%	10%	90%
Lower middle hourly pay quarter	3%	97%	4.4%	95.6%	12%	88%
Lower hourly pay quarter	3%	97%	3.65%	96.35%	4%	96%



3. Mean Gender Hourly Pay Gap

	2021		2022		2023	
	Male	Female	Male	Female	Male	Female
Mean hourly pay:	£27.05	£17.16	£19.33	£14.53	£21.67	£18.03
Mean (average) gender pay gap using hourly pay	36.56%		24.83%		16.8%	

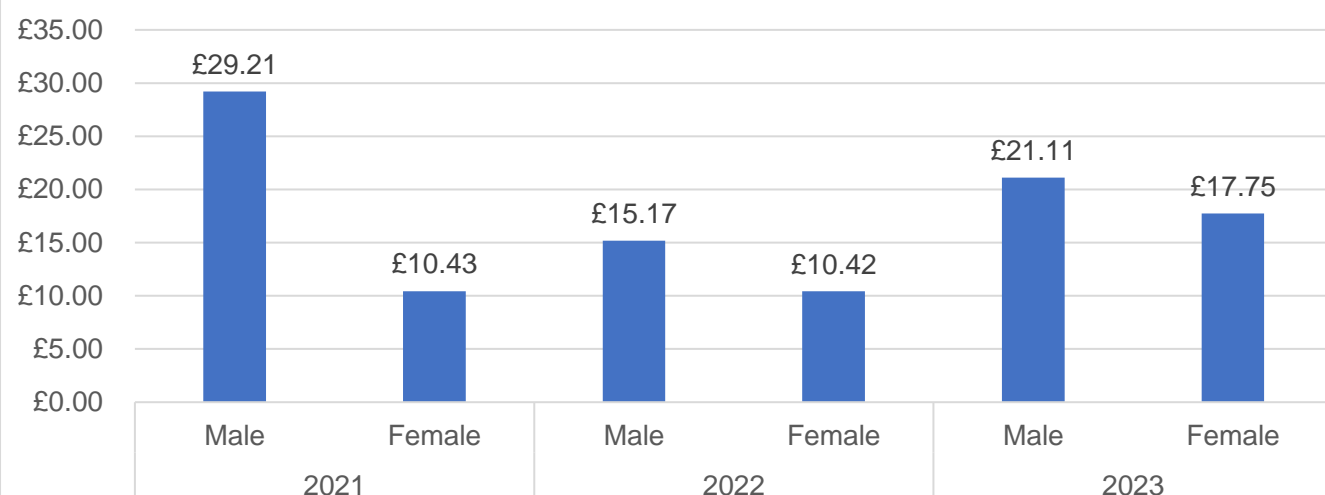
Mean Gender Hourly Pay:



4. Median Gender Hourly Pay Gap

	2021		2022		2023	
	Male	Female	Male	Female	Male	Female
Median hourly pay:	£29.21	£10.43	£15.17	£10.42	£21.11	£17.75
Median gender hourly Pay Gap	64.29%		31.3%		15.9%	

Median hourly pay:



4. Percentage of men and women receiving bonus pay

	2021		2022		2023	
	Male	Female	Male	Female	Male	Female
Percentage of staff who received a bonus payment	14.7%	1.38%	0%	0.4%	0%	0%

5. Mean Gender Bonus Pay Gap 2023

Mean Female Bonus Pay	£0
Mean Male Bonus Pay	£0
Mean Gender Bonus Pay Gap	0%

6. Median Gender Bonus Pay Gap 2023

Median Female Bonus Pay	£0
Median Male Bonus Pay	£0
Median Gender Bonus Pay Gap	0%

Analysis of Gender Pay Gap Data

The Trust's mean gender pay gap has reduced to 16.8% in March 2023 from 24.83% in March 2022 and its median gender pay gap has reduced to 15.9% in March 2023 from 31.3% in March 2022.

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 (ie teaching and non-teaching pay scales).

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 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 90.14% 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.

No bonus payments were made 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.

Conclusion

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 continue to 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.