

**KINGSBRIDGE EDUCATIONAL TRUST**  
**GENDER PAY GAP REPORT – MARCH 2018**



Kingsbridge Educational Trust are committed to ensuring that the gender pay gap continues to close and every effort is made when recruiting for posts that careful consideration is given to reducing the gender pay gap. Staffing is very fluid within the educational environment and a large percentage (79.88%) of the workforce are female, many of whom are employed in term time only positions.

Bonus payments are not a usual feature within the organisation with the payments during the period relating to specific one-off events during the year within which the reference date fell.

Signed:  ..... (Prof. M Crawford, Chair of Board) Date: 28/3/19 .....

Ordinary Pay - Hourly Rate	
Male	Mean £20.45
Female	Mean £16.07
Male	Median £16.97
Female	Median £14.33

Percentage Differences	
Mean	21.42%
Median	15.56%

	Bonus Paid (Annual)	Total Bonus for Period (Month)	Total Number of Employees receiving a bonus	Male	Female
Proportion receiving bonus	£18,000	£1,530	6	1	5
Mean bonus pay for period				£1,250	£50

Bonus - Percentage Differences	
Mean	96.00%
Median	96.67%

	Total	Male - Number	Male - Percentage for quartile	Female - Number	Female - Percentage for quartile
Lower Quartile	82	12	14.63%	70	85.37%
Lower Middle Quartile	82	15	18.29%	67	81.71%
Upper Middle Quartile	82	14	17.07%	68	82.93%
Upper Quartile	82	25	30.49%	57	69.51%
<b>Totals</b>	<b>328</b>	<b>66</b>	<b>20.12%</b>	<b>262</b>	<b>79.88%</b>