

**KINGSBRIDGE EDUCATIONAL TRUST**

**GENDER PAY GAP REPORT – MARCH 2019**

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.

Ordinary Pay - Hourly Rate			
Male	Mean		£22.27
Female	Mean		£16.68
Male	Median		£23.23
Female	Median		£15.05
Percentage Differences			
	Mean		25.10%
	Median		35.21%

	Total	Male - Number	Male - Percentage for quartile	Female - Number	Female - Percentage for quartile
Lower Quartile	88	11	12.50%	77	87.50%
Lower Middle Quartile	88	14	15.91%	74	84.09%
Upper Middle Quartile	88	14	15.91%	74	84.09%
Upper Quartile	88	35	39.77%	53	60.23%
<b>Totals</b>	<b>352</b>	<b>74</b>	<b>20.12%</b>	<b>278</b>	<b>79.88%</b>

Signed:  (Prof. M Crawford, Chair of Board) Date: 

End of Report