

**KINGSBRIDGE EDUCATIONAL TRUST**  
**GENDER PAY GAP REPORT – MARCH 2020**



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 (80.27%) 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	£22.33
Female	Mean	£16.73
Male	Median	£22.58
Female	Median	£15.51

Percentage Differences	
Mean	25.08%
Median	31.31%

	Total	Male - Number	Male - Percentage for quartile	Female - Number	Female - Percentage for quartile
Lower Quartile	94	5	5.32%	89	94.68%
Lower Middle Quartile	94	21	22.34%	73	77.66%
Upper Middle Quartile	94	14	14.89%	80	85.11%
Upper Quartile	93	34	36.56%	59	63.44%
<b>Totals</b>	<b>375</b>	<b>74</b>	<b>19.73%</b>	<b>301</b>	<b>80.27%</b>

Signed:  ..... (Prof. M Crawford, Chair of Board) Date: 15/12/20 .....

End of Report