

KINGSBRIDGE EDUCATIONAL TRUST

GENDER PAY GAP REPORT – MARCH 2021



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 (79.50%) of the workforce are female, many of whom are employed in term time only positions. However, this percentage has fallen from the previous year. Bonus payments are not a usual feature within the organisation.

Ordinary Pay - Hourly Rate			
Male	Mean		£22.83
Female	Mean		£17.96
Male	Median		£22.74
Female	Median		£15.32

Percentage Differences	
Mean	21.33%
Median	32.63%

	Total	Male - Number	Male - Percentage for quartile	Female - Number	Female - Percentage for quartile
Lower Quartile	100	13	13.00%	87	87.00%
Lower Middle Quartile	100	20	20.00%	80	80.00%
Upper Middle Quartile	100	19	19.00%	81	81.00%
Upper Quartile	100	30	30.00%	70	70.00%
Totals	400	82	20.50%	318	79.50%

Signed:.....*M.P. Crawford*.....(Prof. M Crawford, Chair of Board) Date:*9/12/21*.....

End of Report