

KINGSBRIDGE EDUCATIONAL TRUST

GENDER PAY GAP REPORT – MARCH 2022



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 (79.42%) 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 £23.17
Female	Mean £18.11
Male	Median £21.93
Female	Median £15.59
Percentage Differences	
Mean	21.84%
Median	28.91%

	Total	Male - Number	Male - Percentage for quartile	Female - Number	Female - Percentage for quartile
Lower Quartile	95	11	11.58%	84	88.42%
Lower Middle Quartile	95	16	16.84%	79	83.16%
Upper Middle Quartile	95	24	25.26%	71	74.74%
Upper Quartile	94	27	28.72%	67	71.28%
Totals	379	78	20.58	301	79.42

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

End of Report