

KINGSBRIDGE EDUCATIONAL TRUST



GENDER PAY GAP REPORT – MARCH 2023

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 (79.89%) of the workforce are female, many of whom are employed in term time only positions.


The figures for March 2023 were impacted by the teacher’s strike action.

Bonus payments are not a usual feature within the organisation.

Ordinary Pay - Hourly Rate			
Male	Mean		£30.64
Female	Mean		£22.92
Male	Median		£30.62
Female	Median		£17.53

Percentage Differences			
	Mean		25.20%
	Median		42.75%

	Total	Male - Number	Male - Percentage for quartile	Female - Number	Female - Percentage for quartile
Lower Quartile	89	8	8.99%	81	91.01%
Lower Middle Quartile	88	17	19.32%	71	80.68%
Upper Middle Quartile	88	19	21.59%	69	78.41%
Upper Quartile	88	28	31.82%	60	66.18%
Totals	353	72	20.40%	281	79.60%

Signed:  (Prof. M Crawford, Chair of Board) Date: 14/12/25

End of Report