



GENDER PAY REPORTING 2020/21

Keystone Academy Trust is required by law to carry out gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation but does not involve publishing individual employee data.

We are required to publish the results on our own website and to a government website <https://gender-pay-gap.service.gov.uk/> where the results from other organisations can also be viewed.

Gender pay reporting requires us to make calculations based on employee gender and their pay during March 2021. We have done this by using our existing payroll records, and following the approach to reporting set out in government guidance. We can use these results to assess the levels of gender equality in the Trust, in relation to pay, and the balance of male and female employees at different levels.

This is our second annual report and includes five primary academies.

We believe that men and women are paid equally for doing equivalent jobs across the Trust. We use pay scales based on the School Teachers Pay & Conditions Document for teachers and academy-based leaders. For support staff, each academy currently follows the grading structure and pay scales set by Lincolnshire County Council and passed on the pay scales set by the NJC.

It is clear from the data below that we employ more men at the lower paid roles than the higher paid. On the snapshot date of 31st March 2021 there were 304 full-pay relevant employees of which 7% were men and 93% were female. Overall the woman's hourly rate was 12.8% higher (mean) than men and 10.8% higher (median) than men.

Employee overview

Our gender pay gap information is based on the total number of male and female full-pay employees. This is as follows:

Gender	Total number of full-pay employees (prior year)	Total number of full-pay employees (current year)
Male	<u>22</u>	<u>23</u>
Female	<u>282</u>	<u>295</u>

Mean and median information

The table below shows the difference in hourly and bonus pay between our male and female full-pay employees.

	Mean gender pay gap in hourly pay (+/-)	Median gender pay gap in hourly pay (+/-)	Difference in mean bonus pay (+/-)	Difference in median bonus pay (+/-)
Difference in pay for female employees	<u>-23.6%</u>	<u>-50.9%</u>	<u>0%</u>	<u>0%</u>

Proportion of employees receiving bonuses

The table below shows the total number of male and female employees receiving bonuses, alongside the percentage as a total of either female or male employees.

Gender	Total number of employees receiving bonuses	Proportion of employees receiving bonuses
Male	<u>0</u>	<u>0</u>
Female	<u>0</u>	<u>0</u>

Quartile information

The table below shows the number of male and female employees in each quartile pay band, alongside the percentage of male and female employees comprising each quartile.

		Number of employees in each quartile pay band	Proportion of employees in each quartile pay band
Upper quartile	Male	<u>9</u>	<u>11%</u>
	Female	<u>70</u>	<u>89%</u>
Upper middle quartile	Male	<u>7</u>	<u>9%</u>
	Female	<u>73</u>	<u>91%</u>
Lower middle quartile	Male	<u>6</u>	<u>8%</u>
	Female	<u>74</u>	<u>92%</u>
Lower quartile	Male	<u>1</u>	<u>1%</u>
	Female	<u>78</u>	<u>99%</u>

How is Keystone Academy Trust working to reduce the gender pay gap?

This data is reviewed and used to consider how to progress on reducing the gender pay gap. The gender pay gap does not arise because the Trust pays men and women different rates for the same jobs but because of the salary levels for the roles which men and women typically do within the schools.

Keystone Academy Trust as an organisation is committed to the promotion of equality of opportunity and makes appointments based on merit at interview. Our recruitment and selection policy and processes are regularly reviewed and vacancies are advertised without gender bias. The composition of staff within KAT are majority female, consistent with the the primary sector nationally. In the four quartiles there is a significantly higher proportion of women in the lower quartiles. This indicates that a higher proportion of women are in more junior roles (the lower quartile generally tends to be cleaning, catering and teaching assistant type roles which generally attract more females than males, which is a national

trend). In the upper and upper middle quartiles there is a higher proportion of female staff compared to lower quartiles, showing in the higher pay levels women are represented strongly. We are confident that the pay gap is not a gender issue as our approach to pay is gender neutral, we adopt the nationally agreed local government pay scales for both teaching and support staff and new job roles are evaluated to ensure correct pay is awarded based on the responsibility of the job role.

I can confirm that the above information has been calculated using payroll data on the snapshot date of 31st March 2021 and fairly reflect the gender pay gap for Keystone Academy Trust.

Elaine Radley (CEO) March 2021