



## GENDER PAY GAP REPORTING 2021/2022

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 2022. We have commissioned our payroll provider, Neo People Management to carry out the calculations on the Trust's behalf. The basis of this report is per role. Many staff have more than one role within the Trust hence the change in staff numbers compared with previous years' reports. 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 report includes seven 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.

On the snapshot date of 31st March 2022 there were 574 staff in role of which 7.3% were men and 92.7% were female. Overall the woman's hourly rate was 29.79% lower (mean) than men and 35.15% lower (median) than men.

**Employee overview** Our gender pay gap information is based on the number of male and female employees. This is as follows:

Female	532
Male	42
Total	574

### 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	29.79%	31.15%	-166.67%	-166.67%

\* A positive percentage shows that women have lower pay or bonuses than men. A negative percentage shows that men have lower pay or bonuses than women.

### 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	Number of employees receiving bonuses	% of employees receiving bonuses
Male	1	2.38%
Female	1	0.35%
Combined	2	0.19%

### Quartile information

The table below shows the percentage of male and female employees in each hourly pay quarter.

	Female	Male
Lower Quartile	95.14%	4.86%
Lower Middle Quartile	94.41%	5.59%
Upper Middle Quartile	95.83%	4.17%
Upper Quartile	85.31%	14.69%

### 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.

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.

There are slightly fewer women employed at the upper quartile compared with the lower and middle quartiles and for men the reverse is true. This indicates that men are more likely to be employed in higher grade posts than the lower grade positions. This reflects the fact that women are more likely to be employed as cleaners, midday staff and teaching assistants than men, especially in primary schools and this is a national trend. Women are still represented strongly in the higher pay levels.

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 primary sector nationally.

I can confirm that the above information has been calculated using payroll data on the snapshot date of 31st March 2022 and fairly reflects the gender pay gap for Keystone Academy Trust.

Elaine Radley (CEO) March 2023