



Gender Pay Gap Reporting Statement

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 2025. 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. 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 six 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 2025 there were 480 staff in role of which 5.83% were men and 94.17% were female. Overall, the woman's hourly rate was 31.52% lower (mean) than men and 10.57% lower (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
Male	28
Female	<u>452</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	31.52%	10.57%	0.00%	0.00%

* 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	Total number of employees receiving bonuses	Proportion of employees receiving bonuses
Male	0	0.00%
Female	0	0.00%

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	13	10.83%
	Female	107	89.17%
Upper middle quartile	Male	6	5.00%
	Female	114	95.00%
Lower middle quartile	Male	4	3.33%
	Female	116	96.67%
Lower quartile	Male	5	4.17%
	Female	115	95.83%

Why does our trust have a gender pay gap and what are we doing to address it?

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 2025 and fairly reflects the gender pay gap for Keystone Academy Trust.

Helen Wyn Joyce (CEO) December 2025