



Gender Pay Gap Report

Snapshot Date: 31/03/2023

Mean Gender Pay Gap

24.1%



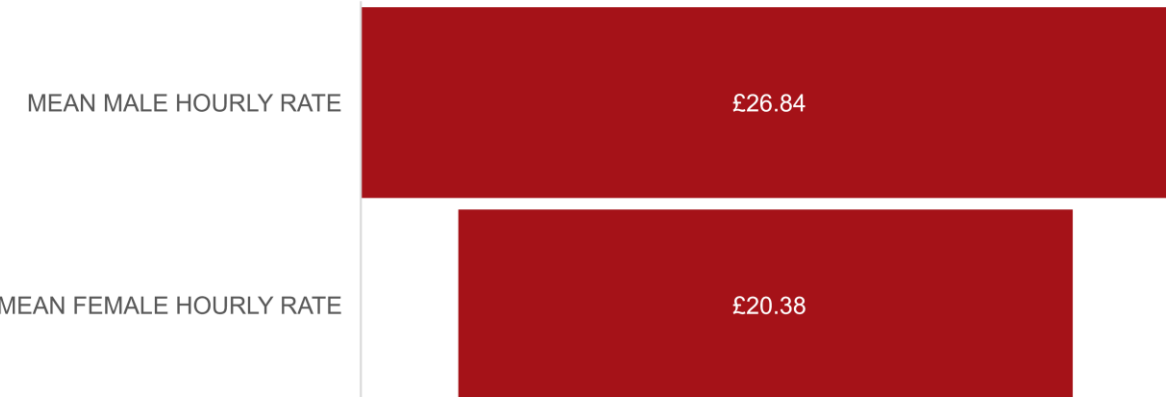
Our Trust at 31/03/23 employed 1387 relevant employees, with a gender split of **77.94% female** and **22.06% male** across our schools and central locations. Our report captured 1259 full pay relevant employees represented as:

- 482 colleagues in Teaching roles
 - **68.17% Female**
 - 31.83% Male
- 747 colleagues in Operational Support roles
 - **83.53% Female**
 - 16.47% Male
- 30 colleagues with dual Teaching and Operational Support roles

Our Trust gender pay gap highlights colleagues are predominantly female (inflated further at our primary schools when compared with secondary) and this gender demographic echoes the national picture.

The following pages analyse Teacher and Operational Support colleagues for additional context.

Gender Pay Gap 31/03/2023 (Mean)



GENDER PAY GAP CALC 31/03/2023 (MEAN)

31st March 2023 Snapshot Date Calculations

MEAN MALE HOURLY RATE	£	26.84	A
MEAN FEMALE HOURLY RATE	£	20.38	B
MEAN GENDER PAY GAP		24.1%	

Prior years for comparison

31/03/2022 31/03/2021 31/03/2020

£	23.46	£	24.59	£	24.28
£	17.56	£	17.56	£	16.99
	25.1%		28.6%		30.0%

Teacher Pay Gap (Mean)

6.7%



At Red Kite Learning Trust, when focussing solely on colleagues in Teaching roles, the gap is considerably lower. Of our highest paid colleagues, 67.6% in the highest paid banding are female, and when focussing specifically on our School Leadership graded positions, 63% of all post holders are female.

Contributors to this retained differential can be family lifestyle factors and crucially family leave and career breaks where responsibilities of male colleagues may be higher when compared with female colleagues at equal times in their career.

TEACHER ONLY RKLT 31/03/2023 (ANALYSIS)

31st March 2023 Snapshot Date Calculations

TEACHER MALE HOURLY RATE	£	35.98	A
TEACHER FEMALE HOURLY RATE	£	33.57	B
TEACHER MEAN GENDER PAY GAP		6.7%	

Teaching Colleagues Mean Gender Pay Gap

TEACHER MALE HOURLY RATE

£35.98

TEACHER FEMALE HOURLY...

£33.57

Operational Support Pay Gap (Mean)

9.5%



Focussing on colleagues in Operational Support roles, the gap is again considerably lower when reviewing comparable roles. This colleague group make up 59.3% of all Trust roles, with the largest proportion of these being term-time only, and 83% of which are undertaken by female colleagues. Included within this group are casual roles such as exam invigilation.

At our primary schools the volume of male colleagues in Operational Support roles is lower than at our secondary schools.

Centrally, when compared with school-based roles, we have a greater proportion of full-year, or term-time plus additional weeks roles, and the proportion of male colleagues undertaking these roles is considerably higher, at 27% male. In school-based roles only 16.5% are male. In all roles Red Kite Learning Trust operate an Equal Pay Policy.

OPERATIONAL SUPPORT RKLT 31/03/2023 (ANALYSIS)

31st March 2023 Snapshot Date Calculations

OPS SUPPORT MALE HOURLY RATE	£	14.85	A
OPS SUPPORT FEMALE HOURLY RATE	£	13.45	B
OPS SUPPORT MEAN GENDER PAY GAP		9.5%	

Operational Support Colleagues Mean Gender Pay Gap

OPS SUPPORT MALE HOURLY RATE

£14.85

OPS SUPPORT FEMALE HOURLY...

£13.45



Median Gender Pay Gap

42.5%

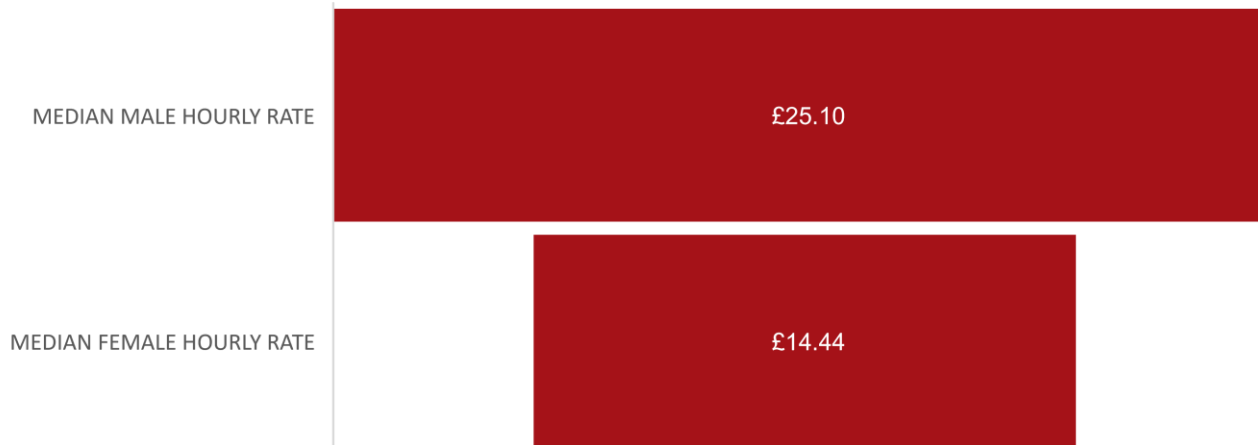
At Red Kite Learning Trust, our median gender pay gap across all roles is 42.5% and this requires some further context. The median hourly rate for male colleagues is significantly higher than for female colleagues, distorted by a 78% female demographic whom in turn are undertaking the majority of term time only school Operational Support roles.

Analysing the median pay gap of Teaching colleagues and Support colleagues identifies a 0% gap for Teachers and a 9.1% gap for Operational Support colleagues.

TEACHER MEDIAN MALE HOURLY RATE	£	33.32	A
TEACHER MEDIAN FEMALE HOURLY RATE	£	33.31	B
TEACHER MEDIAN GENDER PAY GAP		0.0%	

OPS SUPPORT MEDIAN MALE HOURLY RATE	£	12.70	A
OPS SUPPORT MEDIAN FEMALE HOURLY RATE	£	11.55	B
OPS SUPPORT MEDIAN GENDER PAY GAP		9.1%	

Gender Pay Gap 31/03/2023 (Median)

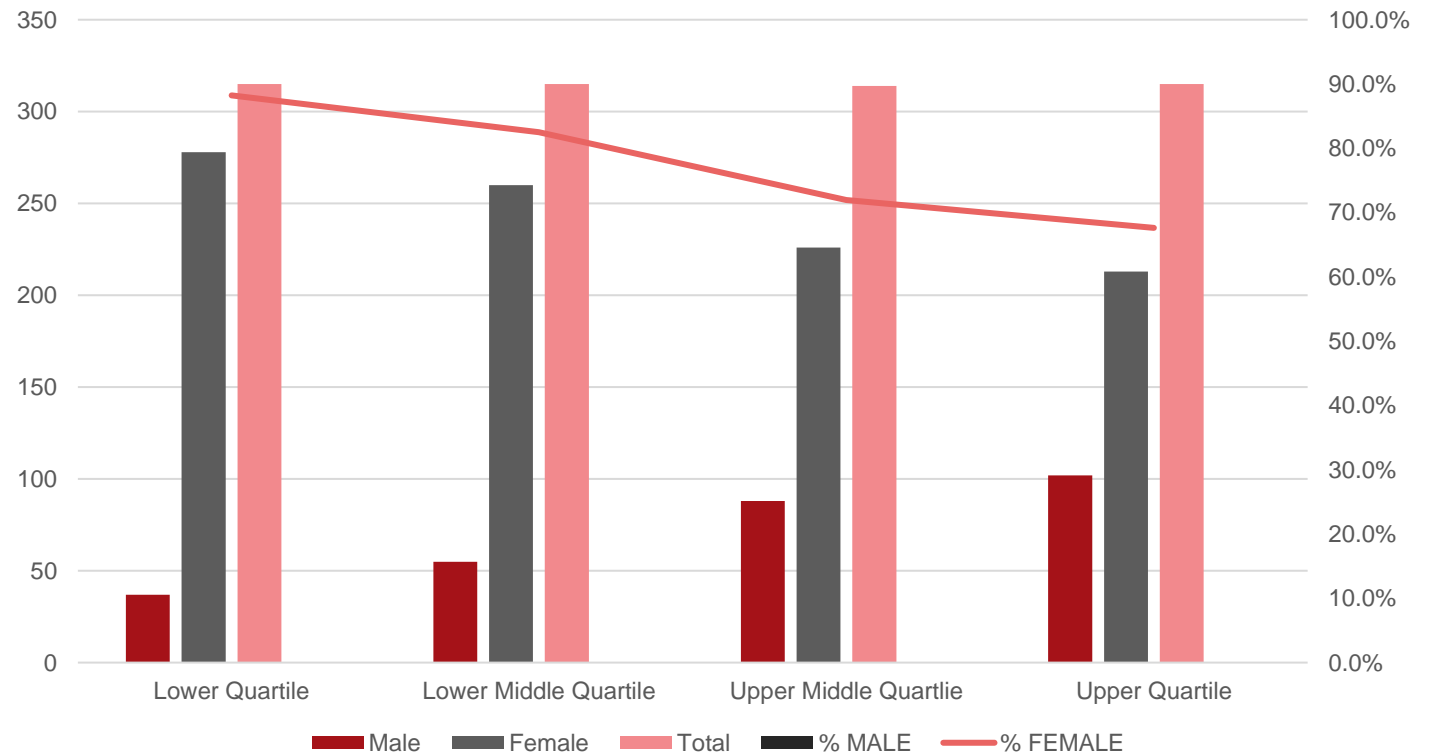


Gender Quartiles



	Male	Female	Total	% MALE	% FEMALE
Lower Quartile	37	278	315	11.7%	88.3%
Lower Middle Quartile	55	260	315	17.5%	82.5%
Upper Middle Quartile	88	226	314	28.0%	72.0%
Upper Quartile	102	213	315	32.4%	67.6%
	282	977	1259	22.4%	77.6%

Colleague Count by Percentage Quartiles



At our Trust **67.6% are female** within the **highest paid** quartile, which includes our Teaching, Leadership and Central colleagues.

88.3% of our lowest paid quartile colleagues are female.

Bonus Mean Gap

18.4%



At Red Kite Learning Trust we do not pay bonus payments, however under Gender Pay Gap definitions a bonus payment is required to include payments relating to performance, incentive or long service.

Under our Trust Pay Policy we have provision for honorarium / recognition payments to reward colleagues and in recognition of exceptional performance. Payments made during the snapshot year 1st April 2022 to 31st March 2023 have been captured and reported in full.

FEMALE TOTAL

FEMALE BONUS COUNT	7	C
FEMALE RELEVANT EMPLOYEES	1081	D
FEMALE % RECEIVING BONUS	0.6%	F
MEAN FEMALE BONUS AMOUNT	£ 854.57	B
MEDIAN FEMALE BONUS AMOUNT	£ 500.00	B

MALE TOTAL

MALE BONUS COUNT	4	A
MALE RELEVANT EMPLOYEES	306	B
MALE % RECEIVING BONUS	1.3%	M
MEAN MALE BONUS AMOUNT	£ 1,047.00	A
MEDIAN MALE BONUS AMOUNT	£ 1,024.50	A

The mean bonus gender pay gap: 18.4%

The median bonus gender pay gap: 51.2%

Our Trust Supporting Statement



Red Kite Learning Trust, as a Multi Academy Trust, for the purpose of these regulations is defined as a 'public sector organisation' and as such the data has been compiled aligned to a fixed representative date, the 'snapshot date' which for this report represents is 31/03/2023.

At snapshot date, our Trust consisted of thirteen schools in North and West Yorkshire across 2 LEA areas, with colleague terms and conditions and pay structure transferred under TUPE and aligned to the following national frameworks:

- School Teachers Pay and Conditions Document (STP&CD)
- Conditions of Service for School Teachers in England and Wales (the 'Burgundy Book')
- NJC for Local Government Services National Agreement on Pay and Conditions of Service (the 'Green Book')
- Our Trust additionally has committed to being a Real Living Wage employer (RLW) since 2022

Our Trust is wholly committed to the principle of equality of opportunity in employment and we endeavour to ensure that staff receive equal treatment irrespective of their age, gender, race, colour, ethnic origin, family commitments, marital status, sexual orientation, disability, or religious beliefs.

We are an equal opportunity employer committed to the elimination of discrimination throughout all employment practices, apply transparent recruitment processes, continuous career professional development and fair and equal application of pay policy.

Our school and Trust posts are aligned to nationally agreed pay scales, often under TUPE terms, with female and male colleagues in each school paid within the same pay scale for the same job role.

Pay scale grading at recruitment and all incremental progression is post and not person applicable.

RKLT Gender Pay Gap is a high-level indicator of male and female earnings at our Trust, which in turn is directly affected by our workforce distribution and demographic.

Our Trust Supporting Statement



Only if there is an equal gender split of males and females in all roles, at all levels, can the gap be zero.

It is common within the Education sector nationally to have a high proportion of female employees, and for a high percentage of those to be within school support staff roles, which in turn are often part-time and term time only positions.

These roles, typically and historically, are lower paid roles compared with Teaching and Leadership positions.

Quartile proportions: whilst we have more females in each quartile, the male percentage increases throughout the quartiles, and hence driving the gender pay gap.

It is ultimately the proportion of female colleagues within our operational support roles, and the volume of those positions, which are directly attributable to our overall Trust pay gap and why it is important to note the lower gap of 6.7% for Teaching colleagues and 9.5% for Operational Support colleagues.

Nationally various bodies have additionally identified several factors that could be contributing to the gap in pay, including sometimes the underrepresentation of women in senior leadership positions, and additionally that women are more likely to manage primary caring responsibilities in family life, which in turn may have a negative impact on pay and career progression.

At Red Kite Learning Trust, we are pleased to report that we have a high proportion of female colleagues in senior leadership positions, and indeed 67.6% of our highest paid colleagues are females, however we are determined to go further.

We are working to enhance our Family Leave and Flexible Working Policies to reduce these barriers and are leading this change as a Flexible Working Ambassador MAT (FWAM) to ensure all colleagues are appropriately supported with all available options to support their career aspirations at all stages in their career with us.

Ria Tomlinson, Director of HR

Data & report prepared by: David Stanley, Pay & Reward Manager